**Can Coexist** 

How, one might well ask, have we come so far so fast? What has suddenly produced all these "incompat-

A provisional answer is that, like the poor, they have always been with us. The "incompatibility" viewpoint can be traced to the 1850's and John Henry Newman, who argued in a series of lectures published as The Idea of a University that research, like theology, had no place in the university, which was to be devoted to undergraduate and non-professional education. Later and closer to home, the social theorist Thorstein Veblen, whose ideas about the American university took shape at the University of Chicago in the 1890's and were later published in The Higher Learning in America (1918), asserted that, at most, "the work of teaching properly belongs in the university only because and in so far as it incites and facilitates the university's main work of inquiry.'

Indeed, the idea of the incompatibility of teaching and research was commonplace among many of the founders of American universities, as well as among the first American-trained Ph.D.'s such as Vebien. But whereas many came to that opinion because they cared passionately about the cause of research and not a hoot about undergraduate instruction, today's "incompatibilists" these priorities, believing that overinvolvement in research and publication has undermined the quality of teaching.

The "incompatibility" idea failed the first time around. By the time the Johns Hopkins University opened in 1876, its trustees had scuttled the early plans of president-designate Daniel Colt Gilman for an "entirely new university" that would exclude undergraduates and their attendant "distractions." Clark University, at the insistence of its president, the psychologist G. Stanley Hall, opened in 1889 to graduate students

only, but five years later reversed itself and began accepting undergraduates.

Talk at Harvard and Columbia Universities in the 1890's about sending their undergraduntes to the country so that faculty members could get on with the "real business" of the university—remained talk. Presidents Charles William Eliot and Nicholas Murray Butler opted for the tensions of a multipurpose university over neatness, relying on what the historian Laurence Veysey has described as American higher education's historical "tendency to blend and reconcile."

Thus, undergraduate teaching and research, if not wholly compatible, have coexisted on American university campuses for a century. Yet the past does not necessarily determine the future. Perhaps, as some now argue, the estrangement of teaching and research is already so far under way on some university campuses that only institutional acknowledgment is needed to effect a legal separation. The current of recent opinion seems to run strongly in that direction. Yet before junking once and for all the idea, or ideal, that research and teaching can be compatible, even mutually reinforcing, we should review the evidence supporting the incom-

HEIR ARGUMENT rests on two kinds of evidence. The first is the observation of academic folkways as revealed at conferences, in disciplinary journals, and in public commentary. Most of those doing the observing are critical outsiders (such as Bennett, D'Souza, Kimball, and Sykes) or unsympathetic "participant observers" (such as Bloom, Smith, and Wilshire). Many bring to their observations distinctly conservative views that are highly critical of major research universities for being bastions of "politically correct" orthodoxies. Such political baggage does not make the observations of these critics dismissible, but it does qualify any claims to objectivity.

The second and seemingly more objective evidence upon which the incompatibility case rests are a series of national surveys of the American professoriate conducted in 1969, 1977, 1984, and 1989 by the Carnegie Foundation for the Advancement of Teaching. The most influential analyses of those data have been provided by Everett Carl Ladd, Jr., and Seymour Martin Lipset in their 1975 book, The Divided Academy: Professors and Politics, and, more recently, by the foundation's president, Ernest L. Boyer, Mr. Ladd's analysis of the 1977 survey of 4,383 respondents, published in 1979 as "The Work Experience of American College Professors: Some Data and an Argument" (Current

Issues in Higher Education, 1979), anticipated many of Mr. Boyer's conclusions in College: The Undergraduate Experience in America in 1987 and in Scholarship Reconsidered: Priorities of the Professoriate in 1990.

Their principal conclusions are similar in substance and sweep: Few faculty members nationwide actively engage in scholarly research or ever publish anything; many who do publish are in some measure coerced into it by tenure requirements; and most faculty members prefer to concentrate their energies on teaching, not research, and believe that teaching effectiveness, not publication, should be the primary criterion for promo-

OWEVER IMPRESSIVE in its mass and careful in its presentation, the statistical evidence they muster to support these conclusions does not lead inevitably to them. A case in point: The often-linked statistics about faculty publishing parterns—55 per cent have never published a book, 22 per cent have never published in a professional journal. and almost 30 per cent "are not now engaged in scholarly research that will lead to publication"-do not require the often-inferred conclusion that most faculty members don't ever publish anything.

For these statistics to be argument clinchers, much disaggregation is necessary. For example, relatively few science-faculty members, even those most active in research, publish books. Yet science-faculty members made up a quarter of the Carnegie samples. Similarly, even faculty members who become prolific publishers need some time beyond completing their Ph.D.'s to reach print. Yet almost 40 per cent of all faculty members in the 1984 sample did not have Ph.D.'s in hand. Among liberal-arts-college faculty members, the figure was 50 per cent.

To borrow a phrase from the incompatibilists' favorite professor, William James, the compatibility of teaching and research remains a "live question." My own research into the scholarly activities of faculty members at two dozen selective liberal-arts colleges supports the conclusion that, at those institutions at least, the marriage of teaching and research is alive and well. Although the precise nature of the relationship varies from campus to campus, all have faculty researchers and "scribblers"-in numbers, in a variety of disciplines, across generations—who are attending effectively and energetically to their teaching.

Moreover, support exists for the cheering notion that faculty members who maintain research and publishing agendas are more likely to remain effective teachers. Senior professors who were identified by external reviewers as being among a college's most active scholars also were more likely to be runked among the most effective teachers than were senior professors with little or no scholarly record. (The ratings of teaching were made by deans who had not seen the rankings of scholarly productivity.)

To be sure, my research focuses on selective liberalarts colleges, not on research or doctorate-granting universities or on less-selective four-year institutions. But given the traditional emphasis that selective liberal-arts colleges have placed on undergraduate teaching. their unmatched record in producing graduates who go on to become academics, and their recent success in attracting and retaining active scholars, these institutions are precisely where we need to look. For if faculty members in sufficient numbers are both effective teachers and productive scholars on these campuses, there would seem to be no inherent incompatibility in the teaching-research relationship.

Until we find conclusive evidence of incompatibility, we may regard recent reports of the permanent estrangement between teaching and research as premature, as localized phenomena, as the wishful thinking of administrators uncomfortable with ambiguity, or as jeremiads, well intended but wrong-headed.

Robert A. McCaughey is professor of history and dean of the faculty at Barnard College.



### HE CHRONICLE

of Higher Education.

August 12, 1992 • \$2.75 Yolume XXXVIII, Number 49

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William D. Hansen of the Education Department

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A natural tension exists between the desire to publish cutting-edge works and pressures not to upset the academic status quo. Point of View: A40

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### Moot notes

Elvis, Martin Luther King, Jr., and the Civil War are some of the topics that will be explored at the new Center for the Study of the South at the University of North Carolina at Chapel Hill.

The center will draw on several scholarly resources at the university, including the library's Southern Historical Collection and the Southern Folklife Collection. Also on the campus are the headquarters of the National Network of State Polls, which collects and indexes polls from 38 states

No other institution has as many data bases, manuscripts, and other holdings documenting the region, or as many faculty members engaged in analysis of the South, says John Shelton Reed, interim director of the center. "Since anyone who is doing scrious scholarship about the South eventually passes through Chapel Hill, it seemed logical to us to establish this center here," he says.

The center plans to publish a new journal, Southern Cultures. beginning in 1993. Written for a general audience, the journal will include essays on Southern architectural history and the politics of faith in the South, among other

Mr. Reed says the center's activities will be "complementary" to those of the Center for the Study of Southern Culture at the University of Mississippi. "Their emphasis is on folklore, anthropology, and literature, especially Faulkner, says Mr. Reed, a professor of sociology who serves on the advisory board for Mississippi's center. "Ours will be more focused on historical topics, the social sciences, and policy. I don't see us as fishing in the same ponds."

This fall Duke University will hold a seminar on academic freedom and the church.

The two-day conference, which will be structured as a debate on the role of academic freedom in the teaching of religion, features a cast of top scholars from the university and its divinity school-including Elizabeth A. Clark, professor of religion and the current president of the American Academy of Religion; Stanley Fish, professor of English: and Stanley Hauerwas, professor of theological ethics.

Plus one guest star: the Rev. Charles E. Curran, a professor of human values at Southern Methodist University. Father Curran, who some years ago d with both the Yalican and administrators at the Catholic University of America over his right to dissent from Roman Catholic doctrine in his teaching and research on moral theology, has firsthand experience with the topic of academic freedom and the teaching

Steve Long, director of the divinity school's continuingeducation conter, which is organizing the conference, said of the outsider's presence on the panel; "We didn't want to let the Duke people off too easy."

### **Scholarship**

### Sociologists Confront Questions About Field's Vitality and Direction

Department closings and cutbacks put members of discipline on their guard

By Ellen K. Coughlin

ISCUSSIONS about the current health of sociology call to mind the old conundrum about whether the glass is half empty or half full.

One sociologist looks at the profusion of subjects encompassed by his field and sees in it a "peaceful pluralism"; another sees an unruly collection of "little baronies."

Some take pride in the fact that sociology has given birth to many new intellectual fields, such as criminal justice, social work, and survey research. Others suggest that the succession of spinoffs may have lest the discipline without a clear intellectual core.

#### A Few Departments Have Closed

Job listings in the field in 1991 were down from 1990, but up from five years ago. Enrollments at all levels are way down from the early 1970's, but moving up from the mid-80's. A few departments have closed; new ones have opened.

Differences such as those are not unusu-

al in any discipline, but questions about its vitality and direction seem to have hit sociology with particular force of late.

In the past several years, at least two sociology departments at major universities closed and two others were threatened with serious reductions in force. Although those numbers are small, the skirmishes have left many sociologists feeling vulnerable and defensive about the field's reputation. Sociology is not where it was in its heyday in the late 1960's and early 70's, when enrollments were booming and graduate students were flocking to the field with the hope of solving the world's problems; the department closings have underscored nagging questions about what has become of the discipline and where it is

Still, most sociologists contend that, while the discipline may be going through a troubled time, or at least a period of selfscrutiny, it is not in real trouble. They point to departments that are strongthose at the Universities of Chicago, Michigan, and Wisconsin, among them-and to areas of research that are flourishing.

Scholars cite economic sociology and the sociology of culture, among others, as relatively new areas of study that are generating excitement. Demography and the study of organizations are long-time strengths of the discipline, and the study of social stratification, traditionally one of its central focuses, has become even more vigorous, some researchers say, with the new attention in academe to issues of race, class, and gender.

#### Many Report Increasing Demand

Many note that their courses are in increasing demand, and others that the caliber of their graduate students is improving. No one believes that sociology is in danger of self-destructing.

"There's no question that there are



Herbert J. Gans of Columbia U.: "It's a competition for scarce resources. The only solution is to have unlimited resources."

problems in the field," says George Ritzer, professor of sociology at the University of Maryland at College Park. "But I don't think they are problems that represent the imminent demise or dissolution or decline

#### Shoring Up Defenses

In 1986, the University of Rochester shut down its sociology department. In 1990, Washington University in Saint Louis followed suit, closing what had once been one of the most prestigious programs in the country. This past year, the sociology department at Yale University was hreatened with a 40-per-cent reduction in faculty positions. The department at San Diego State University is in danger of losing seven tenured professors.

Each of those cases has its own particuar story that cannot be generalized to the discipline at large. Rochester's was a very imall department; the one at Washington University had had a troubled history. The proposed cutbacks at Yale were roundly rejected by the faculty and are now indefinitely on hold; Those at San Diego State are part of a package of budget cuts that threaten the elimination of nine departments and the reduction of some half-dozen others.

Collectively, however, those incidents have put sociologists on guard. Many bits of evidence point to an increasing awareness that the discipline needs to shore up its defenses, especially in an era of academic belt (ightening: The program at last year's annual meeting of the American Sociological Association included a session on strengthening the position of sociology

departments; this year's meeting, in Pittsburgh this month, will include a late addition to the program, a panel to consider the future of sociology in academe. The association has just initiated a program largely intended to improve the visibility of sociological research, especially among policy makers and news organizations.

Such moves bespeak a sense that sociology, generally thought of as a core discipline, no longer has the institutional security or the easily perceived intellectual focus that other fields take for granted. While most sociologists are ready with optimistic answers to questions about the field's vitality, they are not surprised to hear the questions asked.

That is partly because they have been pondering such issues among themselves

#### 'All Over the Map'

Over the last few decades, sociology has grown increasingly diffuse. The sociological association has more than 30 sections, ranging from the sociology of aging to methodology to the sociology of sex and gender; the actual number of research specialties in the field probably goes well beyond that. Such diffusion has caused at least the perception that sociology is "all over the map" and has no central focus.

Many sociologists take a positive view of the breadth of their field, saying it only adds to its liveliness. Others maintain that the diffuseness is simply a product of the field's evolution.

Neil J. Smeiser, professor of sociology at the University of California at Berkeley, Continued on Following Page



Nell J. Smelser of Berkeley: "The field has never totally made up its mind whether it wants to be primarily a science or an agent of social reform and criticism."



George Ritzer of the U. of Maryland at College Park: "I don't think there are problems that represent the imminent demise or dissolution or decline of sociology."

#### 'A LITTLE BOURDIEU INDUSTRY'

## For French Sociologist's Books, a Flurry of New Translations

When sociologists are asked to list the leading social theorists at work today, one name that always crops up is Pierre Bourdieu.

Mr. Bourdieu, professor of sociology at the Collège de France, is one of the hottest tickets in the field just now, due in no small part to a flurry of recent English translations of many of his books. Of his dozen or so works now in print in the United States, eight have been published in the last three years.

"There is a little Bourdieu industry afoot," says Douglas Mitchell, socialsciences editor at the University of Chicago Press.

#### 'A Growing Following'

Much of the activity is taking place at Stanford University Press, which has brought out six books by Mr. Bourdieu since 1988 and has at least one more in the works.

"He has a growing following among sociologists," says Helen Tartar, humanities editor at the Stanford press. "There's a lot of competition for his books."





Mr. Bourdieu was not unknown to American scholars before the recent rush to publish him began. He has been one of France's leading sociological researchers for nearly three decades. He helped found the Center for European Sociology at the School for Advanced Studies in the Social Sciences in Paris in

the mid-1960's. He is a prolific author with more than two dozen books to his name and pub-



lished articles that number in the hun-His first book, The Sociology of Algeria, was published in the United States by Beacon Press in 1962. Two of his key works have been in print in this country since the late 1970's-Outline of a Theory of Practice (Cambridge University Press) and The Inheritors: French Students and Their Relation to Culture,

Continued on Page A8

### Sociologists Confront Questions About Discipline's Vitality

Continued From Preceding Page explains that, over its history, sociology has moved through successive periods in which one paradigm or viewpoint was relatively predominant—positivism in the 20's and 30's, for example, and functionalism in the 50's. In the 1960's, a number of new or revived approaches-neo-Marxism, microsociology, social psychology-challenged the dominance of any one paradigm. Out of that has grown what Mr. Smelser calls a "peaceful pluralism."

"It's not a vigorous or vicious period of

"A lot of the best sociology

is done outside

traditional sociology

departments. It's not

obvious what the core is anymore."

polemics," he says, "but of a generally accepted idea that there is a variety of legitimate approaches and subjects-a kind of catholicism."

Others, however, see dangers in letting a hundred flowers bloom.

"The field has, in a way, fallen apart into a bunch of little segments that are independent, or semiautonomous," says Richard F. Hamilton, professor of sociology and political science at the Ohio State University. "They chart their own directions, and they can be their own judges as to what constitutes compelling evidence. That means they can become little baronies or principalities.

"To the extent that that happens," he adds, "it's no longer an integrated field with agreed-upon standards."

#### **Identity Problems**

Adding to the appearance of fragmentation is a long-standing split in the field between those who focus on quantitative or empirical research and those whose work is of a more humanistic bent-although, in the words of Herbert J. Gans, "the quantitative people have always been top dog." While the discipline as a whole lives peaceably enough with that division, it is a source of differing visions of what sociology ought to be, and it has been known to cause serious dissension in some departments.

"It's a competition for scarce resources," says Mr. Gans, professor of sociology at Columbia University. "The only solution is to have unlimited resources."

The diffuseness of the discipline has led some outsiders to wonder whether sociology any longer has a discernible intellectual

"A lot of the best sociology is done outside traditional sociology departments," says Brian J. Thompson, provost at the University of Rochester. "It's not obvious what the core is anymore."

Sociologists mostly bristle at such a suggestion, but many acknowledge that the field does have an identity problem, arising, to a degree, out of the nature of sociology itself.

Sociology was the last of the social sciences to become institutionalized, with separate departments, an association, and scholarly journals of its own, says Mr. Smelser of Berkeley. As a result, he says, "it has always looked toward what spaces on the map it could fit into."

What's more, he adds, "the field has

never totally made up its mind whether it wants to be primarily a science or an agent of social reform and criticism."

#### What Is the External Market?

William Form, a professor of sociology recently retired from Ohio State and a former editor of the American Sociological Review, says sociologists do not have close-enough connections to what he calls an "external market."

"When you look at political science." he says, "it has a niche, a market-it's government. Economics has business. Psychology has clinical practice. They have an external, applied market. What is the external market for sociology? When you ask. What is its external institutional support and concern and focus? you don't come up with a good answer.

Some people outside and inside the field are also asking whether the current generation of sociologists is producing intellectual leaders with the kind of broad influence that the late Talcott Parsons, of Harvard University, and a few others like him enjoyed. While sociologists are quick to name leading scholars in the field-James S. Coleman of the University of Chicago and Seymour Martin Lipset at George Mason University, among others-they acknowledge that nowadays most of the field's stars make their reputations in particular specialties.

"It used to be that, if you were the great theorist, everybody would bow to you,"

says Mr. Form. "The last time that happened was with Parsons."

In fact, some suggest that intellectual leadership in social theory—an area that has the potential for broad impact in the discipline—has shifted from the United States to Europe, to thinkers such as Pierre Bourdieu in France, Anthony Giddens in England, and Jürgen Habermas in Germany.

Whatever factors may be contributing to sociology's real or perceived problems, its situation is not so different from that of

"it's not a vigorous or vicious period of polemics, but of a generally accepted idea that there is a variety of legitimate approaches and subjects—a kind of catholicism."

other social sciences. Political science, anthropology, and psychology all have a large number of subspecialties. All the social sciences, with the exception of economics, have significant segments of both quantitative and qualitative researchers. A number of geography departments have closed in recent years; the anthropology department is among those slated for elimination at San Diego State. The social sci-

ences enjoy comparable levels of research support (some would say comparably low). Why, then, the questions about sociolo-

Many sociologists suggest it is a problem of perception. Perhaps because of their own failure in public relations, they say, people outside academe lack a firm sense of what sociology is. Academe has a clearer understanding of the field, but, even there, misperceptions can intrude.

"Sociology has a natural tendency to become associated with politically charged issues," says Gardner Lindzey, a psychologist and former director of the Center for Advanced Study in the Behavioral Sciences. "That does create problems. Some view sociology as a refuge for the radical academic left '

#### **Judging Academic Departments**

Perceptions aside, some threats to sociology are real. Universities' budget difficulties will not soon disappear, and many institutions will be looking for ways to restructure their programs.

Joan N. Huber, provost at Ohio State and a former president of the sociological association, says that, when it comes to budget cuts, administrators typically judge academic departments by their quality, by student demand for their courses, and by their "centrality"—the degree to which the courses they offer are required of students majoring in other fields.

"Math and English composition are the only truly central disciplines," Ms. Huber says. "Sociology would come about in the

### Pierre Bourdieu: Flurry of New Translations of French Scholar's Work

Continued From Page A6 written with Jean-Claude Passeron (University of Chicago Press).

Mr. Bourdieu is known for the breadth of his research. He has done anthropological field work in Algeria and analyzed cultural practices in France; he has studied schools, art museums, photography, and the academic life. His ideas have been influential in anthropology, education, history, literary studies, and philosophy, as well as in sociology. His work is regarded as an unusually successful blend of theory and empirical research, and of objective and subjective approaches to his top-

He is perhaps best known among American sociologists for developing the concept of "cultural capital"—the idea that social inequality is determined not only by differences in income or economic capital, but also by the relative ease with which one is able to fit into the dominant culture.

Among his key books are Reproduction in Education, Society and Culture, an analysis of the role of schooling in social stratification; Distinction: A Social Critique of the Judgment of Taste, a close analysis of social and cultural differences among French people; The Logic of Practice, an outline of his social theories; and Homo Academicus, a critique of French intellectual life.

#### A Full Scope of Ideas

"He's one of the two or three greatest sociologists living today," says Paul Di-Maggio, professor of sociology at Princeton University. "The question is not so much why he's being translated as, Why all of a sudden?"

Different scholars supply different an-

Loic J. D. Wacquant, a junior fellow in Harvard University's Society of Fellows, says that, because pieces of Mr. Bour-

dieu's work have been influential in so many different disciplines, few have been able to appreciate the full scope of his

"Each field has fastened on a specific Bourdieu," he says.

Mr. Wacquant has just published a book with Mr. Bourdieu, An Invitation to Reflexive Sociology (University of Chicago Press), that was written in English and intended to provide an American audience

with an overview of Mr. Bourdieu's work. Apparently Americans are not the only people in need of such a book; it is being translated into some 10 languages and was a best seller in France when it came out there in January.

The "little Bourdieu industry" in Amer-

ican publishing is not likely to wind down anytime soon.

According to Mr. Wacquant, Mr. Bourdieu has at least two works near publication—a massive study, written with a team of researchers in France, of the concept of social suffering; and a book tentatively titied Male Domination, which grew out of a long essay he wrote on the subject. He has also recently finished writing a study of the 19th-century French novelist Gustave

"By my count," says Mr. Wacquant, "he's published over 300 articles and 25 books. That was when I counted a year and a half ago. By now you can add another two books and 40 articles, probably."

-ELLEN K. COUGHLIN

### Recent American Editions of Works by Pletre Bourdleu

notion: A Social Critique of the Judgment of Taste (Harvard University Press,

Homo Agademicus (Stanford University Press, 1988).

In Other Words: Essays Toward a Reflexive Sociology (Stanford University Press,

anguage and Symbolic Power (Hervard Liniversity Press, 1991)

The Logic of Fredios (Stanford University Frees, 1990)

The Love of Art: European Art Musellins and Their Public, with Alain Derbei and Fordinious Sphnedos (Clanford University Press, 1991)

Photography: A Middle: Brow Art. with others (Stanford University Press, 1980). The Political Omology of Martin Haideager (Stahford University Press, 1991)

Reproduction in Education, Society and Culture, sections edition, with Jean Claude Passaron (Bage Pub) (califord, 1987) | Sociology in Toestion (Sage Pub) (califord Cap 2)

### **FELLOWSHIPS AND AWARDS**

tute of Technology: the Waterman

r. Kulkarni will receive up to \$500,000

sachusetts Institute of Technology:

Thirteen researchers were hon-

ored at the organization's annual

Rio Burns and Buddy Squires, Steeple-chase Films—Concy Island; and Marion

programming on television or in docu-mentary film dealing with American his-

Riggs, Resolution Inc./California

n research support over three years.
Jerome B. Wiesner, president emeritus

**Organization of American** 

Historians

meeting.

ward, for work in radio astron

**American Academy of Arts** and Sciences

CAMBRIDGE, MASS.

The academy has announced the winners of its Talcott Parsons Prize for Social Science and its Rumford Prize in science. Each award is given every three or four years.

Daniel Bell, Harvard U. (emeritus): for research on culture and social structure, social forecasting, the consequences o logical innovation, and the role of George Feber, U. of California at San Diego; Joseph J. Katz, Argonne National Laboratory; and James R. Norris, U. of

Chicago: for research into the process of

#### American Geophysical Union

WASHINGTON The union has announced the

eight winners of its 1992 awards. Stanislavi. Braginsky, U. of California at Los Angeles: for original research and technical leadership in geomagnetism. apheric electricity, aeronomy, and

Charles S. Cox, Scripps Institution of Oceanography: for significant original contributions to understanding physical, grophysical, and geological processes in

Earl 9. Droessier, American Geophysical Union: for extraordinary service to

geophysics.

Edo Kunze, U. of Washington; David G.

Sibeck, the Johns Hopkins U.; and Terry C. Wallace, U. of Arizona: for significan ons to the geophysical sci-

Luna B. Leopold, U. of California at Berkeley: for outstanding contributions to the geophysical aspects of hydrology. Afted O. C. Nier, U. of Minnesotu: for

#### Crafoord Prize

The Royal Swedish Academy of Sciences has announced the winner of the 1992 prize. It carries a \$360,000 award, and is given annually in fields of science not covered by the Nobel Prizes.

Adolf Sellacher, Yale U.: for research ingeology and geophysics, especially forwork in interpreting trace fossils.

#### **Grawemeyer Awards**

LOUISVILLE, KY The University of Louisville has announced the winners of the annual awards established by the Kentucky industrialist Charles Grawemeyer. Each award is worth \$150,000.

John Cobb, Jr. Claremont Graduate
School, and Herman Daly, World Bank—
For the Common Good: Redirecting the
Economy Toward Community, the Environment, and a Sustainable Future
(Beacon Press, 1989); and Samuel P.
Huntington, Harvard U.—The Third
Wave: Demogration is the interest. Wave: Democratization in the Late
Twentleth Century (University of Okla-loma Press, 1991): for books contributog to the idea of world order. Ceroi Gilligan, Harvard U.: for re-search on gender differences in psycho-

gical development. Relph Harper, the Johns Hopkins U.— : Variations and Reflecfor this end of the service of the s Louisville Presbyterian Theological Seminary and the University of Louis-

Kayaziof Penderecki, Kraków, Poland: forhis music composition "Adagio for Large Orchestra,"

#### National Science Foundation

WASHINGTON

The foundation has announced the winners of its Alan T. Waterman Award, given annually to a young researcher, and its Vannevar Bush Award, presented periodically for contributions to science and technology significant to the national welfare. Shrishyse R. Kultorni, California Insti-

i**ón Gutlérrez**, U. of California at San Diego—When Jesus Came, the Corn Mothers Went Away: Marriage, Sexual ity, and Power in New Mexico, 1500-1846 (Stanford University Press): for an hor's first book on some significant phase of American history.

Daniel Walker Howe, U. of California

at Los Angeles—"The Evangelical Movement and Political Culture in the North During the Second Party System"
(The Journal of American History,
March 1991) and Nancy MacLean, North
western U.—"The Leo Frank Case Reisidered: Gender and Sexual Politics in the Making of Reactionary Populism' (The Journal of American History, December 1991): best scholarly article published in the Journal in the preceding

alendar year.
Richard W. Leopold, Northwestern U.: for distinguished service to the OAH as president and as a long-standing mem-

Margaret T. MoFadden, Yale U.—
" 'America's Boyfriend Who Can't Get
a Date': Gender, Ruce, and the Cultural Newarcel—Color Adjustment: Blacks in Prime Time: outstanding reporting or Work of the Jack Benny Program, 1932-1946": best essay in American history

by a graduate student; to be published in a forthcoming issue of *The Journal of* 

American History.
William S. McFooley, U. of Georgia—
Frederick Douglass (W. W. Norton & Company): most original book on the coming of the Civil War, the Civil War years, or the Reconstruction era, with the exception of works of purely military

bistory.
Donald Ritchie, U.S. Senate Historical Office—Press Gallery: Congress and the Washington Correspondents (Harvard University Press): best book wri ten by a historian connected with feder al, state, or municipal government.

David Roediger, U. of Missouri at Co-lumbia—The Wages of Whiteness: Race and the Making of the American Work

ing Class (Verso): best book in social history published in the preceding two Rickie Solinger, City U. of New York—"Wake Up Little Susie: Single Pregnancy and Race in the pre-Roe v Wade Era. 1945-1965": best doctoral

dissertation in U.S. women's history.

Richard White, U. of Washington—The Middle Ground: Indians, Empires, and

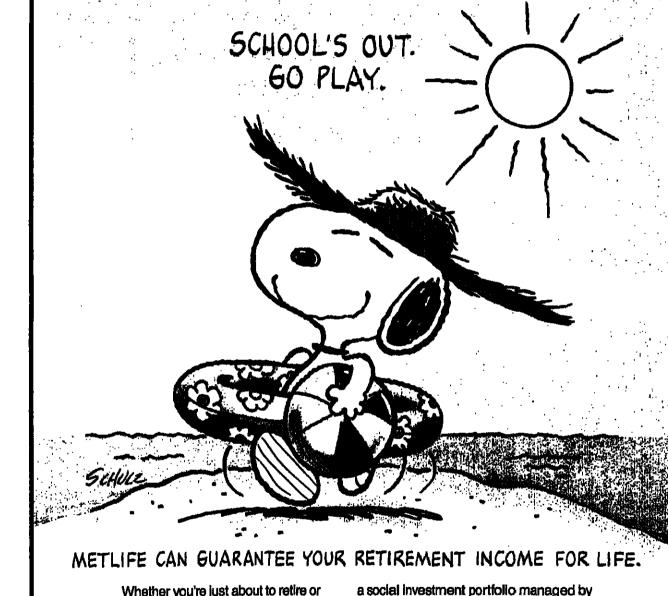
Republics in the Great Lakes Region, 1650-1815 (Cambridge University Press), and Ramón Guttérrez U. of California at San Diego-When Jesus Came, the Corn Mothers Went Away: Marriage, Sexuality, and Power in New Mexico, 1500-1846 (Stanford University Press): best book dealing with the history of race relations in the Unit-

#### Tyler Prize for **Environmental Achievement**

The University of Southern California has announced this year's winners of the annual Tyler Prize. The winners will share \$150,000.

Peny L. McCarty, Stanford U.: for achievements in environmental engi-neering that have led to protection of the earth's water resources.
Robert M. White, president, National

Academy of Engineering: for leadership in designing institutional mechanisms for monitoring global climate change.



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Terry Caesar writes about the things most academics keep out of print. His collection of rejection letters proves the point. Journal editors have repeatedly turned down his rueful. sometimes bitter, essays on the hypocrisies of academic life.

Several unpublished essays, as well as those that caused a stir when published in Raritan and South Atlantic Quarterly, are included in Mr. Caesar's new book, Conspiring With Forms: Life in Academic Texts, due out next month from the University of Georgia Press.

Mr. Caesar, who teaches English at Clarion University of Pennsylvania, is an outsider who analyzes the practices of a highly professionalized academic world. He evaluates the genres that literary critics ignore, that nonetheless play a crucial role in the academic derby: letters of recommendation, book acknowledgments, job applications. Other essays deal with his own professional invisibility as a white male and as a professor at a "second-rate university."

When it came to acknowledgments, Mr. Caesar had a problem. He couldn't offer feelgood thank yous when he criticizes them in a chapter of the book. So he settled on this: "In writing this book, I had no support from any agency or foundation. I had no grants, no fellowships. In addition, I had no released time or research help or funding of any kind from my university. Finally, the subjects of most of my chapters rather necessarily exclude students and more deviously exclude colleagues." He did thank his wife.

Mr. Caesar has worked up a second collection of academic essays that, he says, is

## Hot Type

more biting than the new book. It includes a piece on rejection letters, including his own.

In 1980, Farrar, Straus & Giroux published a book called Of Kennedys and Kings: Making Sense of the Sixties by the former president of Bryn Mawr College. Praised for its dramatic portrait of the era, the book sold some 16,000 copies and went out of print in two years,

Flash forward to 1991 and the special Pennsylvania election for the U.S. Senate. In a surprising upset, Harris Wofford, the former college president, soundly defeated former U.S. Attorney General Dick Thornburgh for the

Shortly after the election, the University of Pittsburgh Press began inquiring about reprint rights to Of Kennedys and Kings, which had never been released in paperback. Farrar, Straus & Giroux eventually sold the rights to Pittsburgh, and the press plans an October release.

"If the Vice-Presidential nomination had gone his way, we would have had it out overnight," says Peter Oresick, manager of marketing and promotion at the press. Mr. Oresick says the press was interested not only because of Mr. Wofford's new status in the state, but also because the book "had an enormous reputation as an important document of the

sixties." Even so, many libraries don't have a copy of the book, including the library at Mr. Oresick's own institution.

For the paperback edition, Mr. Wofford plans to write a new afterword, revisiting the era from the vantage point of the 90's. Bill Moyers will write an introduction. The press plans one of its largest press runs ever, between 10,000 and 15,000 copies.

Two other Pittsburgh books are in the news this summer. The Battle for Homestead 1880-1892: Politics, Culture, and Steel, by Paul Krause, and "The River Ran Red": Homestead 1892, edited by David P. Demarest, Jr., both mark the 100-year anniversary of one of the country's most violent and dramatic labor strikes.

When the books were released last month during a series of events commemorating the strike, the city was struggling with a two-anda-half-month strike by newspaper drivers that had shut down both The Pittsburgh Press and The Post Gazette. Earlier this year, the city was hit by a bus drivers' strike and by a walkout at a grocery chain, all reinforcing Pittsburgh's image as a center of labor woes.

The timing of the books apparently couldn't have been better, at least for sales. The press reports that its total for July, buoyed by the Homestead books, was double that of June. "It certainly has been fortuitous for us," says Catherine Marshall, editor in chief of the press. "Anybody who wants to understand this region and the collapse of the steel industry really ought to go back and study Homestead."

Praeger Publishers, 232 pages, \$49.95). Considers North American and Europe ancities' responses, respectively, to the U.S.-Canada Free Trade Agreement and the prospect of European economic

The Limits of Reason: Indeterminacy in Law, Education, and Morality, by John A. Eisenberg (Transaction Publishers: 184 pages; \$32.95). Uses a social version of lawled science? "Parinciple of indexage." physical science's "principle of indeterminacy" to challenge the feasibility of rational planning in such areas as moral

eschers and Crisis: Urban School Reform and Teachers' Work Culture, by Dennis Carlson (Routledge; 320 pages; tig 95 hardcover, \$15.95 paperback). Focuses on how teachers' unions have shaped their members' responses to the back to basics" reform movement.

Robots for Shearing Sheep: Shear Mag-le, by James P. Trevelyan (Oxford Uni-versity Press; 320 pages; \$75). Discusses aresearch project that used robots to

Chema and Soviet Society, 1917-1953, by Peter Kenez (Cambridge University Press; 334 pages; \$59.95 hurdcover, \$18.95 paperback). Analyzes the political uses of Soviet film making from plution through the Stalinist era. The Films of Nicolas Rosg: Myth and Mid, by John Izod (St. Martin's Press; 10 pages; \$39.95). Draws on Jungian meany in a critical analysis of the work of the contemporary British director, whose films include Walkahout, Don't Look Now, and Track 29. tack London: The Movies, by Tony Wiliams (David Rejl; 260 pages; \$46.95).

The Hispano Homeland, by Richard L. Nostrand (University of Okluhomu Press; 281 pages; \$29,95). Discusses the regional community formed by the initial Spanish-speaking settlers of northern

Discusses U.S. and internutional film

ican writer's work since 1913.

The Battle for Homestead, 1880-1892: Politics, Culture, and Steel, by l'aul Krause (University of Pittsburgh Press; %pages;\$39.95 hardcover, \$19.95 pamack). Sets the origins and events of eviolent 1892 strike at Homestead Steel Mill in the context of industrial, s

cial, and political changes in Pittsburgh and wider post-Civil War society. The British in Java: A Javanese Account y Peter Carey (Oxford University ress; 672 pages; \$85). Uses the diary of a Yogyakarta prince to document Java-nese responses to the brief period of British occupation during the latter part

onic Wars. Charles James Fox, by L. G. Mitchell (Oxford University Press; 352 pages; 349,95). A biography of the English oratorand Whig politician who lived from 1749 to 1869.

Children of Islam: Concepts of Child-heed in Medieval Muellim Society, by Avner Gil'adi (St. Martin's Press; 188 Pages; \$49.95). Considers concepts of childhood in medieval Islamic legal. philosophical theological medical a bilosophical, theological, medical, and hina's Bitter Victory: The War With Ja-

Pas, 1937-1945, edited by James C. islung and Steven I. Levine (M. E. Sharpe; 333 pages; \$39.95). Examines political, diplomatic, military, economic, and cultural aspects of Chinese sociotyduring its eight-year war with Japan.
Enden and the Dutch Revolt: Exile and
the Development of Reformed Protesbanton, by Andrew Pettegree (Oxford
University Protes-

University Press; 384 pages; \$84). Discusses the German town of Emden as a refuge for exited Dutch Protestants in the leth century, and as a center for the dissemination of propaganda for the reform movement. Enclosure and the Yeoman: The Agricul-inal Development of the South Mid-lands, 1450-1850, by Robert C. Allen (Oxford University Press; 192 pages; 199). Argues that previous historians have underestimated small-scale form

have underestimated small-scale farm-tas' contributions to the growth in Eng-lish agricultural productivity.

German Resistance Against Hitler: The Saleh for Alles Abroad, 1938-1945, by Klemens von Klemperer (Oxford Uni-

versity Press; 512 pages; \$49.95). Discusses Oerman resisters' often unsuc-Lansdown (Oxford University Press: 272 pages; \$59). Explores the interacti essful efforts to form links with Allied istorical, literary, and political elements in *Marino Faliero, Sardai* Land and Power: The Zionist Resort to and The Two Foscari, three of Byron's mas from the years 1820-1821.

A Critical Reading of the "Selected Po-ema" of T. S. Ellot, by Manju Jain (Ox-ford University Press; 272 pages; (Oxford University Press; 464 pages; \$59). Truces the evolution of the Zionis novement's decision to use force in the The Later Crusades, 1274-1580: From

Foucault and Literature: Towards & Genealogy of Writing, by Simon During (Routledge; 240 pages; \$52,50 hard-cover, \$21,95 paperback). Topics in-clude the French philosopher's notion of movement in regions from Morocco to Russin after the 1291 full of Acre, the last "transgressive" writing and his interest in the "genealogy" of the writer-intellectual within specific historical proc esses of social control and production in the Circumstances: About Poems and Poets, by Peter Robinson (Oxford Uni-

versity Press; 272 pages; \$69). Pocuses

on how the textual content of a poet's

work is influenced by wider circum-stances and other people's lives; writers

iscussed include Wordsworth, Hardy,

The Lion and the Lamb: Figuralism and

Press; 178 pages; \$39.95). Discusses bib-

Fulfillment in the Bible, Art, and Litera-ture, by Tibor Pabiny (St. Martin's

lical texts, literary works, and visual

arts in relation to the concept of biblical

nticipation of the New Testament. Masculine Landscapes: Walt Whitman

Pound, Eliot, Auden, and Lowell.

avia W. mlpha s

Wilton: ".

THE OWN WAR

Christian stronghold in the Holy Land.
The Opposition Years: Winston S. Churchill and the Conservative Party, 1945-1951, by Frank A. Mayer (Peter Lang Publishing; 187 pages; \$36.95). Describes how Churchill's leadership style helped the party recover from its dramatic defeat in the 1945 election. Planning the City Upon & Hill: Roston

elligence forces and others abroad

Force, 1881-1948, by Anita Shapira

Lyons to Alcazor, by Norman Housley

(Oxford University Press; 552 pages; \$69 hardcover, \$24.95 paperback). Fo

cuses on the history of the crusade

settlement of Palestine.

Since 1630, by Lawrence W. Kennedy (University of Massachusetts Press; 325 pages; \$27.50). Traces the history of pullding and urban planning in the city.

Rebellion in the Borderlands: Anar-

hism and the Pian of San Diego, 1904-1923, by James A. Sandos (University of Oklahoma Press: 256 pages; \$24.95). Discusses the Mexican anarchist Ricarto Flores Magón and the Plan of San Diego, an effort to liberate Texas from the United States.

V. F. Calverton: Radical in the America Grain, by Leonard Wilcox (Temple University Press; 304 pages; \$44.95). A biography of the Baltimore-born journalist Calverton (1900-1940), editor of the Marxist journal *Modern Quarterly* 

Violence and Social Order: East Anglia, 1422-1442, by Philippa C. Maddern (Oxford University Press; 280 pages; \$65). Focuses on the carldom of East Anglia in a study of violence, law, and morality in 15th-century England.

When This Cruel War is Over: The Civil War Letters of Charles Horvey Brewster, edited by David W. Blight (University) Massachusetts Press; 384 pages; \$35). Edition of the corres young officer in the 10th Massachusetts Volunteers who fought in many of the mujor buttles of the Virginia campaign

Back to the Asylum: The Future of Mental Health Law In the United States, by Mary L. Durham and John Q. La Fond (Oxford University Press; 280 pages; \$39.95). Discusses a shift toward pro-tecting community rather than individ ual rights in American mentul-health fav

Justice in Dismissel: The Law of Termi-nation of Employment, by Hugh Collins (Oxford University Press; 304 pages;

Lawyers and the Making of English Land Law, 1832-1940, by J. Stuurt Anterson (Oxford University Press; 384 pages; \$76). Links concepts in 1925 property legislation to law-reform de-bates of the 19th century.

No-Fault Divorce: What Went Wrong? 167 pages; \$24.95). Draws on economic theory in a study of the negative impact vomen and their children.

#### LINGUISTICS

ures of different joke forms, as well as the sociocultural context for the produc-tion and reception of jokes.

Resources of English, by Walter Nash (Routledge; 232 pages; \$69.95 hard-cover, \$16.95 paperback). Topics inlude how academic disciplines pro scribe, describe, and analyze usage.

Gultura, Ideology, Aesthetica, by Paul Giles (Cambridge University Press; 544 pages; 554.95). Discusses the influence f Catholicism on the work of Theodore Dreiser, Robert Mappiethorpe, and Robert Altman, and other writers, artists, and film makers from Catholic

nism, by Renate Holub (Roulledge; 224 pages; \$55 hardcover, \$16.95 paperback). Links the work of the 20thcentury Italian theorist to the critical theories of the Frankfurt School. Byron's Historical Oramas, by Richard

and the Homoerotic Text, by Byrne R. Fone (Southern Illinois University Press; 320 pages; \$32,50). Describes the American noet's place within a tradition of "homosexual textuality," and shows how homoerotic desire influenced the

shape, tone, and message of his work. Menippean Elements in Paul Scarron's
"Roman comique," by Burbara L. Merry
(Peter Lung Publishing; 132 pages;
\$33,95). Sets the 17th-century French writer's picare sque novel in the truditio of the ancient Greek satirist and philoso-

rher Menippus. Ann Kaplan (Routledge; 272 pages; \$52.50 hardcover, \$16.95 paperback). Topics include images of mothers and motherhood in popular fiction by 19th-century female writers, and in films from the silent era to the present.
Naurosia and Narrative: The Decadent

Short Flotion of Proust, Lorrein, and Ra-childe, by Rende A. Kingcaid (Southerr Illinois University Press; 223 pages; \$27,50). Draws on the theories of the French psychoanalyst Jacques Lacan in a study of the relationship between the literary structure of the three writers short stories and the psychological

Planets in Peril: A Critical Study of C. S Lewis's Ransom Trilogy, by David C. Downing (University of Massachusetts Press; 200 pages; \$25). Explores autobiographical and theological subtexts in Out of the Silent Planet, Perelandra, and That Hideous Strength, three science-fiction novels known, after their main character, as the Ransom trilogy

Princes, Peasants, and Other Polish Selves: Ethnicity in American Literature, by Thomas S. Gladsky (University of assachusetts Press; 328 pages; \$30). Traces changes in the American literary depiction of Poles since the 1830's; authors discussed include Nelson Algren. Isuac Bashevis Singer, William Styron, and Tennessee Williams.

The Prouetlan Quest, by William C. Carter (New York University Press: 309 pages; \$40). Focuses on how turn-ofations and travel influenced the characters and themes of Proust's nembrance of Things Past; identi fies, for example, links between Proust's depiction of figures in action and the photography of Eadweard Muybridge and Étienne-Jules Marey The Refining Fire: Herakles and Other

Heroes in T. S. Eliot's Works, by Laura Elizabeth Niesen de Abruña (Peter Lang typology, or the Old Testament's textual blishing; 188 pages; \$35.95). Topics include Eliot's attempts to demonstrate

the continued relevance of ancient Greek ethical values. Samuel Johnson After Deconstruction:

orleand "The Rambler," by Steven Lynn (Southern Illinois University Press; 208 pages; \$24.95). Challenges writer's essny series The Rambler (1750-1752) as uneven and incoherent.

Seven Gothle Dramas, 1789-1825, edited by Jeffrey N. Cox (Ohio University Press; 425 pges; \$45). Critical edition of

works by Juanna Baillie, Matthew Lew-is, and five other British playwrights. Shakespaarean Subversions: The Trick-ster and the Play-Text, by Richard Hillman (Routledge; 304 pages; \$45). Argues that Shukespeare's plays demonstrate a broad concern with disruptive energy or subversiveness; discusses that notion in relation to such theoretical approaches as the New Historicism, cultural materialism, and Mikhail Bakhtin's concept of the "carnivolesone

Studies in the Short Fiction of Mahfouz and Idris, by Mona N. Mikhail (New York University Press; 168 pages; \$40). A comparative study of the Egyptian writers Yusuf Idris (1927-1991) and Naguib Mahfouz (1911-1.

A Tradition of Subversion: The Prose Poem in English from Wilde to Ashbery, by Margueritte S. Murphy (University of Massachusetts Press; 264 pages; \$25). Focuses on Gertrude Stein's Tender Buttons, William Carlos Williams's Koru in Hell, and John Ashbery's Three

#### **MATHEMATICS**

Categories of Commutative Algebra, by Yves Diers (Oxford University Press; 288 pages: \$79). Discusses universal ries of commutative algebra.

#### PHILOSOPHY

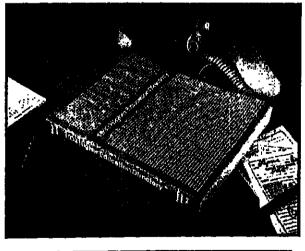
Augustine and the Limits of Virtue, by James Weizel (Cambridge University Press; 264 pages; \$54.95). A study of St. Augustine's concept of free will.

Creation and Abortion: A Study in Moral and Legal Philosophy, by F. M. Komm (Oxford University Press; 240 pages; \$29.95 hardcover, \$11.95 paperbuck) Considers the case for the permissibility of abortion if the fetus is granted the moral standing of a person.
The Criterion of Truth, by Raiph Doty

(Peter Lung Publishing; 127 pages; \$35.95). Describes the conflict between

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### **NEW SCHOLARLY BOOKS**

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

ANTHROPOLOGY Colonial Space: Spatiality in the Dis-course of German South West Africa, 1884-1915, by J. K. Noyes (Harwood Academic Publishers; 317 pages; \$32). Uses writings from German Southwest Africa to examine the textual representation of colonial space.

ment and Diseacheat Rural Tunisia: The Bourgulbe Years, by Mira Zussman (Westview Press: 212 pages; \$34). Discusses national agriculdevelopment policies and the rural lation of the lower Medjerda Valley population of the lower means from colonial times to the present.

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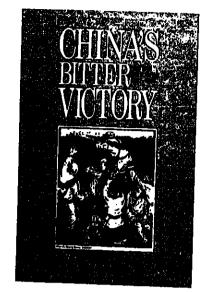
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For the past 21 months the University of Kentucky has been reaching out to its employees and their families with its Elder

Care program.

Elder Care helps workers deal with a wide range of problems encountered by sick and elderly parents. It employs two full-time staff members to answer questions, do research, and recommend options for housing and care.

University officials predict that three in ten employees will find themselves providing assistance to older relatives. More than 500 university employees have already used the program.

Ron Burdon, coordinator of Elder Care, says that the program saves employees time and stress. and saves the university money by cutting down on absentee-

For those who sweat over commas and still don't know when to use "affect" or "effect," relief is just a phone call away. People with questions about grammar can anonymously call the Broward Community College's grammar hotline, operated by four writing consultants at the college. The consultants, who answer the phones between tutoring sessions, say they have yet to he stumped. There are 62 other grammar hotlines in the United States and Canada, according to a directory of hollines published by Tidewater

Community College in Virginia. The Broward hotline, opened a little more than a year ago, received 239 calls in June, mostly from students, secretaries, teachers, and dectors, "We don't know all the answers, but we know where to find them," says Mariene Cole. coordinator of the institution's writing lab and founder of the

Custodians at the University of Illinois at Urbana-Champaign, have been participating in a latenight program that offers classes from 11 p.m. until 1 a.m.

The custodians, who work the midnight shift, are excused from their duties during those hours. Teachers and computer-assisted instruction help improve workers' nathematical skills and their ability o understand oral and written instructions. Math problems might focus on ratios used in mixing custodians, such as cleaning

The participants were tested before entering the program and showed marked progress at the end of the semester. Two participants are Working toward high-school equivalency diplomas, and several are taking college courses. Since the program began in 1991, 78 inployees have completed it. A similar program at the University of Massachusetts at Amherst offers afternoon classes designed to help workers with basic

**Personal & Professional** 



Chuck Lang, an instructor at the Southwest Teachers' Academy of Physics, conducts an experiment for a group of teachers.

An Intensive Academy Retrains Physics Teachers Ill Prepared for the Complexities of the Discipline

Workshops are designed to help teachers make long-lasting improvements in their instruction

By Julie L. Nicklin

IRVING, TEX. ILTON BAILEY WANTS to correct a mistake that he made while teaching his physics students at J. A. Fair High School over the past eight

Despite having taken numerous college physics courses, Mr. Bailey says he incorrectly thought-and therefore taught-that bar magnets attract and repel each other because their ends are electrically charged positively and negatively.

But at the Southwest Teachers' Academy of Physics here at the University of Dallas, Mr. Bailey learned that magnets do not have an electrical charge. Instead, magnets have poles that are created by currents within the magnets. Like poles repel, and unlike poles attract.

Mr. Bailey was among 88 teachers from Arkansas, New Mexico, Oklahoma, and tense, two-week summer academy. Designed to teach such concepts as motion and magnetism to physics teachers who have had little training in the discipline, the workshop required the teachers to spend up to 12 hours a day listening to lectures. conducting experiments, participating in discussions, and presenting mock lessons.

The academy was one of 18 set up across the country under President Bush's America 2000 plan, which seeks to improve education. Last fall the U.S. Education Department's Fund for Innovation in Education awarded a total of \$7.6-million, largely to colleges and universities to set up the workshops. Each was designed to help

school administrators polish leadership skills or to retrain practicing teachers in mathematics, science, English, history, or

A law extending the Higher Education Act, which was signed by the President last month, could provide as much as \$35million for similar retraining academies.

Some Express Skepticism

Some educators and researchers, however, say that retraining workshops do very little to help teachers make long-lasting improvements in their instruction. Others argue that any training helps, and that if a program offers continued support, as the physics academy does, lasting changes can

Educators blame colleges and high schools alike for the dearth of well-trained physics teachers. Colleges, they contend, to prospective teachers. And most high schools offer only one or two physics courses for college-bound students, so they can't afford to hire full-time teachers who have specialized in physics.

As a result, schools usually pull teachers from other disciplines, such as biology, chemistry, and mathematics-or in some cases even English or social studies-to teach physics. A forthcoming report of a survey by the American Institute of Physics in New York will show that slightly over 25 per cent of the nation's 18,300 high-school physics teachers have earned a degree in the discipline.

Teachers who haven't specialized in

physics cannot be expected to teach the subject effectively, says Richard P. Olenick, chairman of the physics department at the University of Dallas.

"Students then see physics as boringand nothing they'd ever want to study," he says. "There's a big turn-off factor." Mr. Olenick, who serves as director of the academy, has conducted workshops for physics teachers for several years.

He says teachers who are not prepared are reluctant to cover topics they don't understand, are likely to require students to simply memorize formulas, and are at risk of presenting wrong information.

'Some Arm Twisting'

Mr. Bailey worried about those problems when his principal at Fair High School in Little Rock, Ark., first asked him to teach physics. At the time, Mr. Baiteaching chemistry, refused. After "some arm twisting," he agreed to teach the class. Although he has taken numerous college physics courses since then, Mr. Bailey is still trying to improve the way he

"We have covered subjects I haven't entirely understood," Mr. Bailey says. "Many times I've felt as though I were just one chapter ahead of the kids."

At the University of Dallas physics academy, two professors and three welltrained physics teachers sought to help participants learn how to make concepts interesting to students by using everyday

Continued on Following Page

leges that designed the workshops,

Lesley College worked with Eng.

Continued From Preceding Page language, experiences, and materials. The academy also wanted to give the physics teachers a chance to share their classroom problems. Most are the only physics teachers at their high schools and have never had that opportunity.

Too often, the academy instructors say, even physics teachers who have been trained in the discipline use poor instruction methods-including long lectures, assigned readings, and formula memorization—that their professors had used to instruct them.

"We've done a poor job of teaching physics in college," says Carl A. Rotter, a professor of physics at West Virginia University and associate director of the academy. "We take a mathematical approach and don't take care to make sure the students are getting a conceptual understanding."

#### Studies of Roller Coasters

To help remedy that, participants worked on a range of activities from recording the acceleration of roller coasters at a nearby amusement park to working together on experiments on static electricity.

The teachers also were coached on how to plan lessons effectively using the Mechanical Universe, a series of videotapes that covers 18 physics concepts including acceleration and velocity. The tapes, which are now used in about 8,000 schools, were developed by Mr. Olenick to give teachers a way to demonstrate concepts visually.

When the workshop ended last month, each participant was given a set of tapes and accompanying lesson plans. The cost of the institute and materials was covered by the \$317,398 federal grant, \$10,000 from the university, and \$225 paid by each participant's school.

The academy's approach is just what Paul L. Hartman, who teaches at University High School in Roswell, N.M., needed. When Mr. stand inside the cage, while others



Richard P. Clenick, head of the physics department at the U. of Dallas: Teachers who haven't specialized in physics cannot be expected to teach the subject effectively.

Hartman was hired by the school five years ago, he was told he would teach two courses in physical science. Mr. Hartman, who holds a master's degree in horticulture, says he still doesn't feel qualified to teach the parts of the courses that deal with physicswhich he calls his "least-favorite subject to teach."

But the academy has taught him new experiments to catch students' interest. Mr. Hartman, for example, may build a huge wire cage for students to use in an experiment. In it, one student would

ried on the outside of the cage.

The academy also tried to recharge the teachers' enthusiasm. Sheila T. Bordelon, a teacher at Bunkie (La.) High School, realized students had felt her lack of enthusiasm when she overheard several of them warning others not to take her physics class because it was

outside hold a spark to the wire. her gain new confidence—and thus The experiment shows that the stu-excitement—because she learned dent inside the cage is not hurt be- new concepts. She even plans to cause the electrical charge is car- present to students Einstein's theory of special relativity—a topic she has avoided teaching because she didn't understand it.

"The academy rejuvenated me." Ms. Bordelon says. "I see an opportunity to show the students that what's in the physics book isn't all there is to it.

Rebuilding teachers' enthusiasm and inspiring creative lessons were among the goals of the 17 other workshops under President Bush's

lish teachers, and the University of Northern Colorado and Florida State and Southwest Texas State Universities worked with teachers who wanted help in geography.

#### Impact Questioned

Despite the enthusiasm of teachers who attended the Dallas workshop, some educators and researchers question how effective short-term workshops, which most of the academies were, can be in changing a teacher's instruction. Mary M. Kennedy, director of the National Center for Research on Teacher Learning in East Lansing, Mich., says that once teachers return to the daily pressures of the classroom, the excitement they felt in the workshop might wane.

You go to those workshops and get fired up for a time," Ms. Kennedy says, "but whether they can have a long-term impact is ques-

Others, however, say the workshops give teachers a chance to discover new ideas and to realize that other teachers share their problems. "Even a two-week institute can be an important place for feedback." says Michael Neuschatz, a senior research associate with the American Institute of Physics. 'Sometimes they're as important for recharging a teacher's batteries as for learning."

#### **Toll-Free Number**

Mr. Olenick says teachers who attended the physics academy will make positive long-term changes. They left the institute, he says, with heightened interest, a set of videos, and a toll-free telephone number they can use to call Mr. Olenick when they need help. Two times a month, he will also conduct additional sessions for the teachers

over satellite link-ups. "This offers us a base of support we normally wouldn't have," Fair High School's Mr. Bailey says. "And it's the students who are going to benefit. That's the bottom

## Line

At Carnegie Mellon University this summer, highschool students are solving mathematics and computer problems that even their instructors have trouble with.

Twenty-eight gifted students are enrolled in a program called Andrew's Leap. They qualified for admission by completing a group of problems calling for creative insight rather than knowledge. In one, the students had to determine what properties make a cube the ideal shape for dice.

The students work on projects in the university's computer laboratory. Last summer, in a pilot version of the program, the students defeated members of the computer staff in a contest to design a program to control a simulated robot engaged in a fight.

Students can solve difficult problems when they don't know the problems are difficult, says Merrick L. Furst, associate dean for graduate education in the School of Computer Science and the program's director. These young people, he says, come up with solutions more likely to be found by advanced

Scholars reluctant to publish in electronic journals should watch for a new publication due out in January.

Called Interpersonal Computing Technology: An Electronic Journal *for the 21st Centur*y, it will have articles on electronic publishing. networks, library technology, and molessional on-line relationships. The articles will follow a formul developed by the American Psychological Association and have footnotes and bibliographies.

Gerald Phillips, a professor emeritus of speech communication at Pennsylvania State University who is working on the new periodical, says it should make the electronic journal "a legitimate outlet" for scholarly work.

The Antivirus Methods Congress wants people who find a "new" computer virus to consult the international directory of viruses before they give it a name. Software publishers should also consult the directory before they create antivirus

programs, the congress says. The congress, which includes out 200 representatives o academe, corporations, and government, has endorsed a standard method for naming viruses and published a directory with 1,400 rogue programs.

"Not only will standard naming minimize wasteful rediscovering of old viruses, but it will also avoid confusion over what commercial virus scanners can and cannot detect," says Richard G. Lofkon, the congress's president.

For information about the frectory, contact Mr. Lefkon, 609 West 114th Street, New York 10025; (212) 663-2315; AMC@WELLS.SF.CA.US.

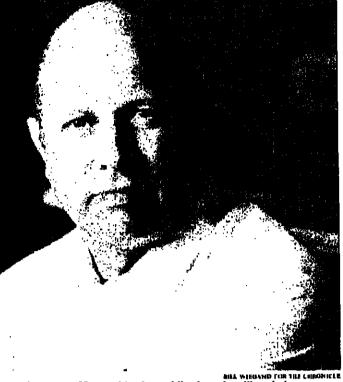
## Electronic Versions of Public-Domain Texts

Draw Praise and Fire

**Information Technology** 

Project Gutenberg aims to distribute a trillion copies of books by 2001

By David L. Wilson



Michael S. Hart: "Material in the public domain will truly be in the public domain, available to everyone, all the time."

PROJECT GUTENBERG, which aims to distribute a trillion electronic copies from a collection of 10,000 books through computer networks by 2001, is either a great idea or a menace, depending on whom you ask.

Some scholars and librarians are highly critical of the project. They complain that the documents it makes available are flawed, and that the project is not nimed at the needs of academics, even though they are the group most likely to have access to its offerings.

Michael S. Hart, who created the project, dismisses his critics as clitists who are uninterested in his basic goal: "I want to make this material available to the vast majority of people who will have access to the networks by the next century. I'm not interested in distributing things in ways that an obscure scholarly discipline would find useful, but would be inaccessible to most

Mr. Hart, who will become an assistant professor of electronic text at Illinois Benedictine College next month, compares Project Gutenberg to the development of the wheel. "A very simple thing that fundamentally changed the world," he says.

The project creates and distributes electronic texts-ranging from Alice's Adventures in Wonderland to data from the 1990 Census—using computers. Usually, to avoid convright problems, the project posts only texts whose copyright has expired, or those that have no copyright. "Most of our work is done with material published a hundred years ago," Mr. Hart

#### **Labor of Love**

Mr. Hart runs Gutenberg from his home near the University of Illinois at Urbana-Champaign. The project is named for the man who is given credit for developing movable type in the 15th century.

Using dozens of computers, many of which he assembled himself, Mr. Hart keeps in contact with a loose network of people all over the world who type their favorite manuscripts on a computer and electronically send him the results. Mr. Hart then includes the manuscripts in the project, allowing anyone to gain access to them on the internet, a network of computer networks widely used in academe. For those who don't have access to the Internet, he will mail out a floppy disk contain-

ing the material they want for a small fee. For Mr. Hart, the project is a labor of love. He says he makes enough money as a computer consultant to keep his hardware running and pay the phone bill. Some friends at the University of Illinois have given him access to the Internet, allowing him to send and receive documents.

Mr. Hart has no idea how many volunteers are working for the project, but he guesses a couple of hundred. Indeed, because of the peculiarities of the Internet, he cannot even estimate how many people have snatched copies of the dozens of documents that Project Gutenberg has made available so far.

Production of the text has been slow, he admits. The project began in 1971 when Mr. Hart was granted access to an enormous mainframe computer operated by friends, "I had \$100-million in computer time, basically unlimited resources, and 1 spent an hour and 47 minutes trying to figure out how to do \$100-million worth of good with this machine," he says. "I decided to type in the Declaration of Independence and make it available to 100 million people on the networks."

Undeterred by the fact that perhaps only a few tens of thousands of people were connected to computer networks in 1971, Mr. Hart did indeed type in the Declaration. The machines he was struggling with were primitive by today's standards. The keyboards didn't even have lower-case let-

Project Gutenberg continues to prepare for the day when desktop computers are as common as telephones. Mr. Hart and a small cadre of others have laboriously typed in whatever struck their fancy. They spent about five years copying an edition of the works of Shakespeare, which turned

Continued on Following Page

### ABA Report Criticizes Law Schools for Slighting Clinical Education and Ethical Concerns

By CHRISTOPHER SHEA The American Bar Association this week is criticizing the nation's law schools for slighting clinical

منالكفها

11/0

education and ethical concerns. In a 410-page report, the culmination of a three-year study, the ABA offers a comprehensive examination of the skills and values that it considers necessary for the practice of law and makes numerous recommendations for reforming le-

gal education. credits law schools, its report is ex- ening clinical programs that offer nity in 1991, so many legal educa-

comprehensive statement has ever been attempted," said Robert MacCrate, chairman of a special panel that produced the report. "It which the profession can examine what it is teaching in law schools.".

The centerpiece of the report is

"legal analysis" to "factual investigation" to "counseling"-will, among other things, help prospective law students understand what

skills practicing lawyers need. Among other conclusions in the

■ Each law school should examine the fields its graduates are entering and tailor its courses accordingly. In most cases, the task force Because the bar association ac-suggests, that will mean strength-document within the legal commupected to be widely influential. students real-world experience and tors who have not yet read the final professional skills like writing.

■ Bar examinations in each state should include questions that test cations," said Donald J. Polden, not only analytic thinking and associate dean at the Drake Unishould be considered a work in knowledge of legal doctrine, but progress, a document through also professional skills and a com- people to rethink the whole notion

■ States should require lawyers school." who are accepted into the bar to Law-school officials whose insti- wary about curriculum reform. Ala "Statement of Fundamental update their legal knowledge peri-tutions emphasize clinical training though the report states explicitly sity of Chicago law school." "Our Lawyering Skills and Profession- odically through coursework. This are especially excited about the real Values," which was published suggestion underscores the thesis port. "The fact that they've come a model for accreditation require- on to more training after they grad-

hopes this extensive catalogue of tion represents a continuum that includes things like interviewskills and values-ranging from stretching from before law school

> A non-profit corporation, to the Practice of Law, should be esrum for the debate on the future of

#### 'Tremendous Implications'

The ABA circulated drafts of the with its content.

"I think it has tremendous impliversity Law School. "It may cause mitment to ethical considerations. of curriculum planning in the law

ing and counseling vindicates what we've been saying for 20 years." said Gary S. Laser, director of clinbe called the American Institute for ical education at the Chicago-Kent College of Law, Mr. Laser believes tablished by the ABA and the Amer- that as much as one-third of a lawican Law Institute to serve as a fo- school student's credits should be earned in hands-on clinical or professional-skills courses.

Elliot S. Milstein, dean of the Washington College of Law at purposes is another story." director of clinical programs there, predicted the report would spur law schools to fill in significant "This is the first time that such a placing more emphasis on basic document are nevertheless familiar gaps in their teaching. "We need to teach various theories about aspects of clinical practice and then send students into situations where they can test those theories," he

#### Some Are Wary

Other legal educators were more separately in May. The panel of the task force that legal educa- up with a roster of lawyer's skills ments, some officials worry that it uste."

a blueprint—possibly compelling changes in course offerings.

Herma Hill Kay, dean of the Boalt Hall School of Law of the University of California at Berkeley, said: "I think it's useful for the ABA to take a leadership role in this, but whether the suggestions should be implemented across the country or used for accrediting

American University and a former Said Stephen Yandel, an associate dean at Yale Law School: "We would resist directives from outside to us as a faculty." He said, however, that Yale recently bolstered its clinical program and that faculty members were debating issues raised in the report.

Many elite law schools now rely on large law firms to provide their graduates with practical training.

"Schools send their students on to do different things," said Geof-

### Documents and Data In the Gutenberg Project

O Ploneersi

Paradise Lost

Roget's Thesaurus:

The Scarlet Letter

The Time Machine
U.S. Census data, 1990
U.S. Constitution

Bophodes's Dedipue Triog

The War of the Worlds Zen and the Art of the Internet

Allce's Adventures in Wonderland The Bible Bill of Rights Book of Mormon CIA World Factbooks, 1990 and 1991 The Complete Works of Shakespeare The Declaration of Independence Far From the Medding Crowd The Federalist Papers

The Hunting of the Snark The Life of Frederick Douglass Moby Dick

Aesop's Fables

For Information about access to the Project Guidaberg collection, regular Michael S. Hart at HART@ULICIANO on Bitnet, or HART@ULICIANO on Bitnet, or HART@UNIC.co.lule\_coll.dh he inferret. 

### Electronic Versions of Texts Draw Praise and Fire

Continued From Preceding Page out to be a waste of time. "There were changes in the copyright laws, so we abandoned that edition," he says. Another edition, this one with no active copyright, is currently available.

As the number of people connected to computer networks mushroomed, the number of volunteer typists for Project Gutenberg swelled as well.

Last year the project posted a new book each month, almost as many as it had entered in its previous two decades. So far this year. two books a month have been published, giving Mr. Hart hope that his 10,000-volume goal will be achieved by the beginning of the next century.

By then, he speculates, everyone will be connected to the networks, and everyone will be able to receive copies of the texts. Materials will be available at a fraction of trash," says one. "He's polluting the cost of paper products. They the networks with garbage," says will not have to be rebound or re- another. For librarians, they say,

The University of Georgia

has installed an electronic-ac-

cess system for its campus

dining halls to keep students

from sharing their meal cards

The system relies on a magnet-

shelved. "Material in the public certain attributes of books-the domain will truly be in the public domain," he says, "available to everyone, all the time."

Lots of people, however, have expressed their disapproval of Mr.

"There's not a lot of little old ladles reading these

on laptops on the beach.

His marketpiace is

scholars, and will remain

so for some time.

Hart's dream. Many of them are

No librarians wished to be quoted for this article, but they had no trouble expressing their feelings when promised anonymity. "It's

version, the typeface, the editionare critical, and Project Gutenberg doesn't offer those things.

Mr. Hart acknowledges the criticism. Part of the problem is his own doing, he says, noting that he is not always diplomatic and tact-

#### Threat to Librarians

But, he says, part of the opposition stems from librarians' fear that electronic libraries are a threat to their jobs and status. Once, he says, he dropped off a computer disk containing several volumes of books for a friend to pick up at a library. The friend wasn't there, but another librarian offered to re- the real building," he says. "Lilay the disk to his friend. "I said. 'Just tell him here are those books he wanted," recalls Mr. Hart, "and every molecule of blood drained out of her face. She must have gone into shock."

ty, arguing that electronic collections will make librarians even more important. Patrons of an electronic library will need more help. not less, than patrons of a traditional library, he believes. "People will find it easier to get lost in the Library of Congress when it fits in the palm of their hand than they do in

"People will find it

Library of Congress when it fits in the paim of their hand than they do in the

easier to get lost in the

real building."

brarians will become even more important.

Other critics charge that Project Gutenberg's offerings are suspect. "It has good will and good intentions, but an absence of profession-Mr. Hart has done some fence alism, so the end result is problemmending with the library communiatic," says James J. O'Donnell,

professor of classical studies at the University of Pennsylvania and co. ordinator of the Center for Computer Analysis of Texts there. Mr. O'Donnell suggests that the work done by the project's volunteers is amateurish and unsupervised and that sloppy copies of manuscripts could be distributed.

information Technology

Mr. Hart says errors are made in paper books all the time. The difference, he says, is that when he learns of an error he can correct it instantly, via computer.

A larger problem, say both Mr. D'Donnell and David M. Scaman, of the Electronic Text Center at the University of Virginia, is that Mr. Hart is uninterested in informing his users of such things as the edition of the text that was used for the electronic version. Printed versions of books actually change with each printing, they say, so it's important for scholars to know where the text comes from.

#### 'Plain-Vanilla Text'

"You can take paperback editions of Moby Dick and compare them with each other, and in short order you discover that it nin't all that obvious just what Moby Dick is," Mr. O'Donnell says.

In addition, he and others say, Mr. Hart is uninterested in using special codes to tell users how the original would have looked on paper. Several other projects aimed at generating electronic text offer users information about what items are italicized and where the print falls on the page, details that may be critical to a scholar.

Mr. Hart argues that electronic text that is marked up in that fashion requires the reader to have other software to interpret the marks, and it is not widely avail-

"I don't care if people want to use markup," Mr. Hart says, "I just don't want them to force it on everybody. There should be both plain-vanilla electronic text for people with plain-vanilla computers, and there should be marked-up copy for those who want to get into all that stuff.

"Some of these professors think everything should revolve around them," he adds. "My goal is to reach 99 per cent of the people. can't sacrifice the 99 per cent for the other I per cent."

#### Most Users Are in Academe

Mr. Seaman argues that it is fine for Mr. Hart to say he wants to serve the general public, but he should recognize that most of his users today are those with access to the Internet, primarily scholars and students. Mr. Seaman says Mr. Hart should pay more attention to their interests. "There's not a whole lot of little old ladies reading these on laptops on the beach," he says. "His marketplace is scholars, and will remain so for some

Eventually, Mr. Hart believes. all of human knowledge will be placed on computers. "Getting the books there is something that's only going to happen once. A million years from now, if we're still here, there will still be copies of Alice in Wonderland floating around on computers. And unless somebody wants to enter them all over again, they'll be based on our

#### **NEW COMPUTER SOFTWARE**

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

#### COMPUTER PROGRAMS

Architecture, "Student Edition of Autocad, Release 10," for IBM PC and compatibles. Design and drafting software lets students use standard "AutoCAD" drawing files, edit in three dimensions lefine user-coordinate systems, set up multiple viewports, and more; inc student manual for tutorials; \$150. Con-tact: Addison-Wesley Publishing Company, One Jacob Way, Reading, Mass. 01867; (617) 944-3700.

casment. "Performance Plus." for BM PC and compatibles. Lets instructors collect, store, and report performance-based, student-assessment data; an individual Education Plan with goals and objectives allows instructors to track students' progress. For price, conpet National Computer Systems, Box 9365, Minneapolis, Minn. 55440; (800) 47-3269 or (612) 829-3000. (This corrects a listing in The Chronicle, July 1.1

Osta management. "Scanventory," for Apple Macintosh. Automatic proper ly-management system keeps track of capital assets and other equipment; pro-vices standard reports on financial information, depreciation, insurance require ments, repair records, budget planning, and more; \$6,400. Contact: Vertére, 26 Valley Road, Middletown, R.1. 02840; (401) 847-2790.

Data management. "SuperBook Doc-ument Browser," for Unix-based machines. Hypertext system lets users browse and search through electronic text and graphics for information und read it on line; users can specify formats forfocuments, add marginal notes, and display graphics; \$3,500; site licenses available, Contact: Bellcore, 290 West Mount Plensant Avenue, Livingston, N.J. 07039; (800) 527-1080 or (201) 740-

them about balances; keeps guarantors and lenders informed about changes in

lac., 5001 Infomart, 1950 Stemmons Preeway, Dallas 75207; (214) 746-5203.

Pharmacology. "Pharmacology Text-Slack." for Apple Macintosh. Requires

'HyperCard.'' Contains the text, fig-

res, diagrams, and tables from Phar-

lets scientists and other researchers

tions with sound, text, and graphics

Iludents' status; \$4,000. Contact: Zynyx

Dictionary data bases. "Funk & Wag-nalls Standard Desk Dictionary, Version I.I." for Apple Macintosh, Contains over 150,000 words with conjugation and plurals, a section on computer terms, gazetteer, abbreviations, biogra-phies, and secretarial handbook; includes the Concise Dictionary of 26 Languages, with 1,000 common words translated into 26 languages; \$59.95; site leenses available. Contact: Inductel Inc., 5339 Prospect Road, Suite 321, San Jose, Cal. 95129-5028; (408) 866-8016. Emironmental data bases. "Focus On: Global Change," for Apple Macintosh and JBM PC and comm

and IBM PC and compatibles. Includes bbliographic data on 1,200 environmentaliens from thousands of science and ocial-science journals; \$375, updated iweekly. Contact: Institute for Scienlife Information, 3501 Market Street, Philadelphia 19104; (215) 386-0100. Financial aid. "Default Management System 725," for IBM PC and compatibles and Unix-based machines. Lets financial-aid administrators keep track of students with loans for 10 years after systems or until the loan is poid offer. graduation or until the loan is paid off; generates letters to students reminding

Technology data bases, "CTI Plus, ogy, organic and inorganic chemistry, photography, and more; \$1,525 annual-ly; updated quarterly. Contact: Bowker Electronic Publishing, R. R. Bowker, 121 Chanfon Road, New Providence, N.J. 07974; (800) 323-3288.

without previous programming knowledge; \$95. Contact: Asymetrix Corporation, 110 110th Avenue, N.E., Suite 717, Bellevue, Wash. 98004; (800) 448-6543

#### **OPTICAL DISKS**

Dictionary data bases. "The Oxford English Dictionary, Second Edition," for CD-ROM players used with IBM PC and compatibles. Contains the contents of the 20-volume print edition of the Oxford English Dictionary published in 989; includes 616,500 words and terms 137,000 pronunciations, 577,000 cross references, and 2.4 million illustrative quotations; \$895. Contact: Electronic Publishing, Oxford University Press. 200 Madison Avenue, New York 10016; (212) 679-7300, ext. 7370.

Environmental data bases. "World Climate Disc," for CD-ROM players used with IBM PC and compatibles. Requires
"Windows." Contains data from several thousand meteorological stations world-wide from the 18th century to the present; includes gridded maps; \$950. Contact: Chadwyck-Healey Inc., 1101 King Street, Alexandria, Va. 22314; (800) 752-0525 or (703) 683-4890.

ronmental data bases, "Wasteinfo," for CD-ROM players used with IBM PC and compatibles. Includes 60,000 ci-tations and abstracts of documents from 1987 to the present available from the Waste Management Information Bureau; topics include all aspects of waste disposal and treatment, impact of wastes on the environment, waste-management policy, guidelines, and legislation, and information on companies that offer services and products in waste management; \$1,295; updated quarterly; site li-censes available. Contact; Compact Cambridge, 7200 Wisconsin Avenue, ethesdu, Md. 20814-4823; (800) 843-7751 or (301) 961-6750.

Physics. "The Video Encyclopedia of Physics Demonstrations," for videodisl players used with Apple Macintosh and IBM PC and compatibles. Includes 600 demonstrations illustrating principles of electricity and magnetism, fluid dynamics, heat and thermodynamics, mechanics, optics, sound, waves, and more; \$2,995 for 25 disks. Contact: Education Los Angeles 90069; (310) 659-8842.

Social-acience data bases, "ASSIA Plus," for CD-ROM players used with the PC and compatibles. Contains 100,000 records, from 1987 to the present, selected from the 550 English-language journals included in Applied Social Sel ence Index Abstracts; subjects include anthropology, criminology, education taw, health, nursing, political science. psychology, sociology, urban planning women's studies, and more; \$2,075 annually; updated quarterly. Contact: Howker Electronic Publishing, R. R. Howker, 121 Chanlon Road, New Provi-dence, N.J. 07974; (800) 323-3288.

Social-science data bases. "Social stracts; updated quarterly; cumulative indexes available. Contact: Institute for Scientific Information, 3501 Market Street, Philadelphia 19104; (215) 386-

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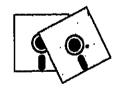
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X-rays on computers in differ- UFL. EDU. -- DAVID L. WILSON (914) 575-3000.

the radiology department, says students at nearby New Paltz program.

X-rays are digitized and added to data base ■ Future teachers connect with handicapped Students get boost with on-line instruction

TECHNOLOGY UPDATE

most medical schools today are trying to create electronic systems that will let doctors move away from reliance on film for diagnosis. However, he says, "we are one of the few institutions trying to implement this on a clinical basis, and we are trying to do it

with what's available in the marketplace. Getting the different pieces of equipment-such as Apple Macintosh, IBM, and Unix-based computers, scanners, and datastorage devices-to talk to each other is difficult, says Mr. Staab. Ideally, he says, a health-care worker should be able to tap a few computer keys and see an electronic version of a patient's

X-ray immediately. He says current systems are relatively slow. Mr. Staab says being able to display the same pictures simultaneously in several locations will let doctors get X-rays on demand. "Right now, 20 per cent of the time when you need to see an X-

ray, somebody else has it," he

Future teachers at Marist in the school's computer sys- College are learning how to instruct handicapped children tic "pictures" are also being add- in a new program called Elec-

dozen workstations throughout dents, all juniors concentrating than students who took the pont Circle, Washington 20036-Forty teacher-education stu-

Middle School, using IBM computers connected over telephone lines by modems.

The goal of the program, says Janet Stivers, an assistant professor of special education, is "to give the sixth-to-eighth graders an opportunity to practice writing, and my students an expanded

opportunity for field work." The future teachers may ask write a descriptive paragraph on the computer and let them check for spelling, grammar, and punctuation mistakes. Or they may compose a paragraph with errors and ask the middle-school students to correct it. Ms. Stivers says the students correspond for

an average of 15 hours during the As pen pals, "my students get acquainted with one individual handicapped child more closely and get to know that child's needs," says Ms. Stivers. "The

enthusiasm of the middle-school children motivates my students." She says the program also

logists examine images of 0290; E\_STAAB@XRAY.HBALTH. Poughkeepsie, N.Y. 12601-1387; for members and \$45 for others.

on line as part of a pilot program at Northern Ken-

Access system blocks unauthorized diners tional instruction.

> company. However, a higher proportion of students in traditional classes got B's and C's.

the middle-school students to our enrollment will be made up of end of this decade," he says, the university can offer courses that are more convenient for

sity, Highland Heights, Ky. 41076; (606) 572-5360. —B.T.W.

—B.T.W. ■ New Directions in Financial Computing: Integrated Adminis-

For the pilot, 224 students were divided equally among six courses in education, business law, geology, and sociology. Half received instruction and communicated with professors on line using Apple Macintosh computers with modems. The other half. the control group, received tradi-

Almost half of the students using the computers got A's in their courses, compared with 30 per cent of those in the control group, according to the evaluation, conducted by a marketing-research

David Jorns, the provost, says he is pleased with the outcome of the program. "Fifty per cent of non-traditional students by the With on-line instruction, he adds,

For more information, contact Mr. Jorns, Administrative Center, Northern Kentucky Univer-

Briefly Noted ■ The 1992 edition of Technology and Teacher Education Annual is available from the Associ-For more information, contact shows her students how they can Computing in Education, P.O. Box 2966, Charlottesville, Va. For more information, contact 22902; (804) 973-3987; AACE-

trative Data Processing in High-Students who took courses er Education, a guide to establishing college and university information-management systems, tucky University last spring is available from the National Asreceived better grades and en- sociation of College and Univeron special education, are corressame courses in classrooms, 1178; (202) 861-2560. It is \$42.95 Bdward V. Staab, chairman of sponding with 40 handicapped according to an evaluation of the for members and \$56.95 for oth-

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macology, a texibook by Theoharia C. Theoharides, a pharmacologiat at Tufts University; \$135; site licenses available. Contact: Keyboard Publishing Inc., 482 Norristown Road, Blue Bell, Pa. 19411; 880) 945-4551. Statistics. "StatView, Version 4.0," for Apple Macintosh. Integrated system Utilities. "Andrew," for CD-ROM players used with Unix-based systems. In cludes executable files and source code manage and analyze data, then create graphic presentations of their results: provides a window for combining tables and graphs with drawn objects and text; 3387. Contact: Abacus Concepts, 1984 Bonita Avenue, Berkeley, Caf. 94704-1038; (510) 540-1949. for the "Andrew" user-interface sys-tem, Carnegie Mellon University's cam-puswide information system; lets users create and use documents and develop multimedia applications, applying an in tegrated, toolkit approach; \$30. Con-tact: Susan Straub, Andrew Consor-Utilities, "MediaBlitz!" for IBM PC and compatibles, Requires "Windows."
Lets users create multimedia presentatact: Susan Strauo, Andrew Combu-tium, School of Computer Science, Car-negie Mellon University, 4910 Porbes Avenue, Pittsburgh 15213-3890; (412) 268-6710.

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MAPLE

ic card with code that represents a student's handprint. When students purchase a food plan at registration, they program their meal cards with numbers identifying that plan and have their hands "read" by an encoding device.

with friends.

card's magnetic strip. To enter the dining hall, students run their cards through a slot in a card reader and place their hands on a special plate. As long as the coded card and the student's handprint match, the turnstile to the dining hall

The information is stored in the

"Students have unlimited access to all dining halls," says J. Michael Floyd, head of food services. "We have to make sure that the student who purchased the meal plan is the one who is using

If a student loses a meal card, the access system guarantees that no one else can use it, he says. For more information, contact

Mr. Floyd, Food Services De-

partment, Snelling Hall, University of Georgia, Athens, Ga. 30602; (404) 542-1256. -BEVERLY T. WATKINS

The medical school at the Mr. Staab, University of Florida, use technology for instruction oping a system that will let ra- 374, Gainesville, Fla.; (904) 395- Ms. Stivers, Marist College,

X-ray films are being digitized and added to a data base tem. Already-digitized diagnosed. Once in the system, the im- tronic Pen Pals. ages can be called up on several

Waterioo, Ontario, Canada N2L 3L3

Governors who disappointed their state universities at budget time this year got a chance to reaffirm their collegiate loyalties at the meeting of the National Governors' Association last week.

At an elaborate "College Days" party at Princeton University, guests were invited to wear college 'F-shirts, and most governors gamely showed up in their state flagship's colors. But the party forced some governors into delicate choices.

Missouri Gov. John Ashcroft graduated from Yale and the University of Chicago, but his Tshirt advertised Mizzou (The University of Missouri in Columbia). "I had one that said Mizzou," he said. "I didn't have one that said Yale."

Mississippi Gov. Kirk Fordice wore an Ole Miss jacket, although he graduated from Purdue University. "My wife got out an old Purdue T-shirt and it didn't look very good," he explained.

Iris Campbell, wife of South
Carolina Gov. Carroll A. Campbell,
Jr., wore a "Clemsolina" shirt, for
Clemson and the University of South
Carolina. The Governor threw his
allegiance solely to the Gamecocks
of the

A live band played rock music from the 50's and 60's, including such appropriate litles as "Leader of the Pack." The decorations echoed the nostalgia theme with pompoms, footballs, college banners, and library books. But nowhere was there anything to commemorate the good old days of protests and building takeovers.

Opponents of the proposed space station complain that the project's advocates have exaggerated claims about the benefits of the project to biomedical research.

Now a new voice has been added to that chorus: that of Bernadine P. Healy, the director of the National Institutes of Health.

Shortly before the House of Representatives voted to continue support for the project, Dr. Healy and Daniel S. Goldin, the Administrator of the National Aeronautics and Space Administration, signed a plan that called for the two agencies to support research on the biological and behavioral changes that occur in humans in space. At the time, supporters of the space station said Dr. Healy's participation proved that the space station was important for biomedical research.

But in a letter to Mr. Goldin, Dr. Healy disputed those claims, saying that they created "unrealistic expectations." She added that it was "too early to determine the true value of space research in contributing to the solution" of health problems.

A spokeswoman for Dr. Healy said the NIH director was not questioning the project. The spokeswoman added: "This is not meant to be a commentary on the space station. Dr. Healy is very supportive of the space station."

### **Government & Politics**



### President's Education Record Draws Praise and Skepticism

College officials agree that Bush got off to a fast start, but disagree over his leadership, goals, and tactics

By Thomas J. DeLoughry

his party's nomination for re-election next week, he declared education to be his No. 1 priority for a second term. His intent is to follow up on an education-reform agenda that he began after taking office in 1989.

While a few educators praise his firsttem efforts, many contend that he accomplished little that is worth following up.

Among the harshest critics of Mr. Bush's record are some higher-education leaders who say the Bush Administration is unresponsive to the needs of their students and institutions.

The President, they say, exercised little influence during the lengthy debate over the Higher Education Amendments of 1992, the new law that will govern college programs for the next five years. They also contend that his Administration has been too quick to use college issues—such as minority scholarships and debates about ethnic and racial diversity—to score points with conservatives.

Critics and supporters agree that Mr. Bush got off to a fast start by convening an unprecedented "education summit" at the University of Virginia with the nation's governors eight months after taking office. Pive months after that, the Administration and the governors had a list of six goals for improving education by 2000.

#### 'Populist Crusade'

A committee of governors and Administration officials has moved forward with a plan to encourage the creation of national standards in various disciplines, and to administer achievement tests to fourth, eighth, and twelfth graders.

The Administration has supplemented that effort with "America 2000," a "populist crusade" that has linked 44 states and 1,500 communities in an effort to reform America's schools. The strategy calls for communities to embrace the national education goals and to support the creation of an innovative, "break the mold" school in every Congressional district. Teams of researchers have been commissioned to design such schools, but Congress has not approved the program.

The President also has created a combission to study ways of improving education for Hispanics. And he has renewed an executive order that requires government agencies to help strengthen historically black institutions.

Modesto A. Maidique, president of Flor-

ida International University and a member of a White House panel that advises the President on education, says Mr. Bush deserves a lot of credit for what he has done. "What's impressive to me is that this is the first President who has taken ownership of the education issue," Mr. Maidique says. "Who else ever stood up before and said: 'Education is important and I feel responsible, even though I'm responsible for only 5 per cent of the funding."?"

#### 'They Are Making an Impact'

Guadalupe C. Quintanilla, assistant vice-president for academic affairs at the University of Houston and vice-chairwoman of the President's commission on Hispanic education, agrees that the President's record is solid.

"I believe he has motivated hundreds and perhaps thousands of people throughout the country to give their time, talent, and energy to improving education," she says.

Ms. Quintanilla says communities that have organized around the America 2000 strategy are keeping students in school and encouraging more of them to attend college. "Slowly, but very surely, they are making an impact on education in this country," she says.

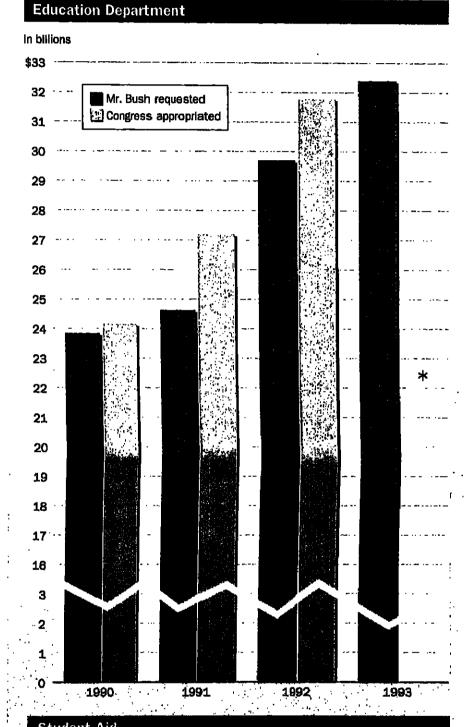
Many others in higher education, however, dismiss the national goals and the America 2000 strategy as long on slogans and short on funds. "It's just not possible for us to be first in the world in math and science by 2000, no matter what we do," says James O. Freedman, president of Dartmouth College, referring to one of the six goals.

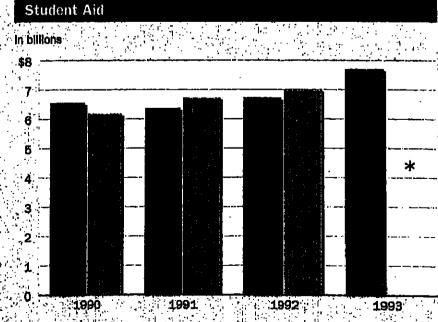
"It's a wonderful thing," he adds, "but I just don't see anything put behind them."

Others who support President Bush's agenda say he has not pushed it hard enough in Congress. "He comes out with great ideas, but then he doesn't fight for them," says Allyson M. Tucker, manager of the Center for Educational Policy at the Heritage Foundation.

Peter P. Smith, dean of education and human development at George Washington University, agrees that the Administration has not worked hard enough to get an education plan through Congress. "I have felt increasingly in the last year that the language has been the right language, the words have been the right words, but I haven't felt a kind of intensity about the issue," he says. "It's like an issue to win Continued on Page A22

### Support for Education During the Bush Presidency





Note: Figures for student aid exclude funds for guaranteed student loans, which are an entitlement:

\* Congress has not completed action on the 1993 appropriation bill.

\*\*ROSE Chronicle recording\*\*

How about a state higher-education policy that gives colleges more autonomy, requires students to earn a "first degree" before enrolling in upper-level college courses, and allocates a large portion of a college's budget through incentive and performance awards?

Such a reform probably won't take place anytime soon. But a "mock bill" containing those provisions was discussed last week at the annual meeting of the Education Commission of the States. Legislators and educators here said the bill reflected the growing interest in radical approaches to solving higher education's problems.

#### 'Piecemeal Alternatives'

"The idea was to stimulate debate rather than advocate a solution," said Aims C. McGuinness, director of higher-education policy for the ECS. "The problem is that people come up with piecemeal alternatives. Or they just come up with com-

Connecticut State Rep. Naomi K. Cohen agreed that changes in higher-education governance are necessary. But she cautioned against "throwing the baby out with the bath water."

"There are good things happening, and it's a mistake not to acknowledge that," she said

The mock legislation, discussed by a panel of state legislators here, would establish a Postsecondary Education Services Corporation in place of separate systems for public research universities, four-year colleges, and two-year colleges. Four commissions-on standards; student financing; college and university financing; and research, technology, and service-would carry out the corporation's functions.

Mr. McGuinness's bill also included accountability measures that would give each state campus more autonomy through a board of trustees. To receive state support, each campus would have to report annually to the public on its performance

Missouri voters overwhelmingly

approved a constitutional amend-

ment last week to earmark lottery

Starting next July, the \$65- to \$70-

million raised annually by the lottery

will be spent solely on elementary, sec-

ondary, and postsecondary education.

The money now goes to the state for

general use, although many residents

had expected it to help finance educa-

tion because of suggestions made when

The General Assembly voted to put

the amendment on the ballot this year.

it was approved by 77 per cent of the

Charles J. McClain, commissioner of

higher education, said he would wel-

come the earmarked money, but that he

did not expect it to swell his budget. He

A federal judge has dealt Michi-

gan's prepaid-tuition program an-

the lottery was first approved.

revenues for education.

and how it is spending state money. Additionally, colleges would be eligible for competitive awards to create programs that address "major public priorities," such as restructuring undergraduate education or strengthening the reward system for good teaching.

Ms. Cohen said any legislation that provided for greater accountability would be valuable. "I believe that with state money comes some degree of responsibility to make sure it is spent in an orderly way," she said. "Obviously, annual reporting is a way to keep track of what you've got, but it doesn't always answer whether what you've got is what you want."

Under the legislation, students would be required to have a state-certified "first degree" before the state would subsidize upper-level college courses. Youths and adults would earn the degree through high schools, colleges, or other institutions by meeting criteria to demonstrate what they "should know and be able to do to be effective citizens and employed in a high skills/ high wage economy." Those criteria would be hammered out by the commission on standards, and the degree would be equivalent to the first 60 college credit hours of college.

#### Standards Would Be Specified

Institutions awarding the first degree would enter into agreements with students that would specify the standards the students are to meet, how they would be assessed, and the time in which the degree should be earned.

"There is growing frustration across the country not only about what students are learning in college, but about the time it's taking them to finish and the lack of progression from secondary school to college," Mr. McGuinness said, "What this tries to do is address that problem in a way that gets the commitment from the student and a combination of institutions."

Ms. Cohen said the first degree would provide a link between secondary education and college.



Aims C. McGuinness of the Education Commission of the States: "The idea was to atimulate debate rather than advocate a particular solution."

"There hasn't really been a good tie between high school and college, other than a high-school counselor saying, 'We'll show you what you can do with your SAT scores," " she said.

The legislation would also create an education-and-training account for each student. Through it, a person would accumulate credits to finance college education or job training or to provide a stipend during an apprenticeship. Credits would begin accumulating with a state contribution when a student completes the 10th grade, and by other state contributions when students meet their first-degree requirement. Contributions also would be made for community service, or on behalf of a student by an employer, relative, or other sponsor.

#### STATE NOTES

- Missouri voters agree to earmark lottery proceeds for education
- Judge says Michigan's prepaid-tuition program can be taxed
- Plan to shut Boston center of U. of Massachusetts protested

other setback by ruling that the Internal Revenue Service can continue to assess taxes on it.

The program, the Michigan Education Trust, has stopped accepting new participants, in part becau about the soundness of the financial projections on which the program is based. One reason for the uncertainty has been an irs requirement that the trust pay taxes. Since the program started in 1986, the trust has paid more than

said the amendment would not prevent \$29-million in federal income taxes. lawmakers from cutting higher-educa-The trust has argued that it should be tion funds by an amount equal to the exempt from the taxes because of its money the institutions will get from the ties to the state government. But Federal District Judge Douglas W. Hillman -KIT LIVELY rejected that contention.

Judge Hillman said in his decision that the trust was not part of the state government because funds from the trust could not be used for any stategovernment expense, but only to pay for the college tuition of participants in ---SCOTT JASCHIK

An aggrieved group of Boston community leaders is urging "Gandhian-type resistance" against a plan to close the downtown center of the University of Massachusetts at Boston.

The center houses the College of Public and Community Service, which was created for urban students-many of them adults-to study the liberal arts and urban issues.

The college is to be moved to the university's main campus in Dorchester, but protest leaders say the change will make it difficult for adult students who

work full time and have families to attend evening classes, especially if they must return to unsafe neighborhoods after dark.

A notice signed by several community leaders accused Massachusetts Gov. William F. Weld, a Republican, and the university's chancellor, Sherry H. Penney, of "blatant institutional racism within a developing national pattern." It specifically mentioned planned changes at the City University of New York. Critics say new admissions standards at CUNY will discriminate against minority students.

The notice also said the Governor and chancellor were "contemptuously thumbing their noses at Boston's communities of color and maliciously pursuing a course of urban abandonment."

The closing was not motivated by racism, said Walter Littell, the university's associate vice-chancellor for external relations. He said the university would have preferred to keep the downtown center, but that several years of budget cuts had left it unable to continue operating the center and to spend millions of dollars to make needed repairs.

THE CHRONICLE OF HIGHER EDUCATION

**Section 2** 

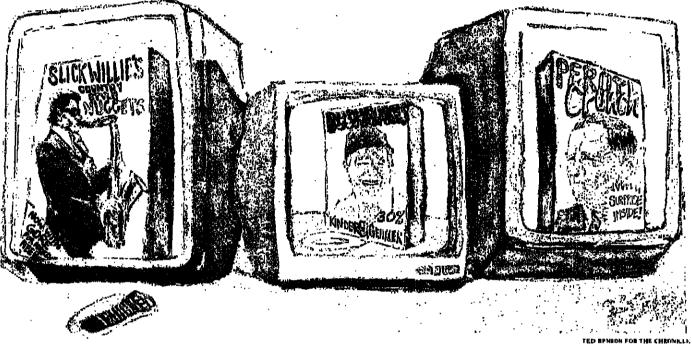
August 12, 1992



End Paper: 'Equal Before the Lens' B40

Letters to the Editor **B2-3** 

**Bulletin Board B4-39** 



### How to Watch a Sound Bite: Students Need to Study Television's Effect on Politics

By Robert Thompson

N THIS ELECTION YEAR many faculty members have wondered. Do my students know who their Senators and Representatives are? Do they know the principal differences between a Republican and a Democrat? Will they even bother to vote? Can they find Iraq on a map of the world? Will the democratic experiment survive without an informed and savvy electorate?

During our many efforts to educate our students about the complicated processes of Presidential elections, the discussion inevitably turns to television. Articles, books, classroom tirades, faculty-lounge conversations, even programs on TV itself all tend to cover the same familiar territory: Television has turned the democratic process into a three-ring circus. The medium emphasizes style over substance; issues are packaged and sold not in thoughtful political treatises like The Federalist Papers or Common Sense, but in 30-second commercials like those for M&M's or Nestle's Quik. American politics have thoroughly absorbed the idiom of show

Lately, many of these issues have been compressed into a discussion of the "sound bite," those short, processed, easy-to-consume verbal nuggets that appear in news stories, commercials, and campaign speeches. The complex issues involved in administering the United States of America, we argue to our students, cannot be reduced to the subatomic,.

audio-visual particles that characterize MTV and "Sesame Street." Politics are being delivered to us eight seconds at a time, and that will never do.

Once we've made our students conscious of this fact, however, have we really made them better citizens? What's all the fuss about the sound bite anyway? Socrates spoke in them. So did Confucius and Jesus. Many of the most-often recited lines from poetry are made-for-TV: plthy, short, and eminently quotable. Bartlett's Familiar Quotations is an encyclopedia of sound bites, and even Strunk and White's The Elements of Style, in a way, encourages their use when it advocates the short, clear sentence. And is there anyone among us who hasn't sat through a filibuster at a faculty meeting wishing a colleague would just get to the point, or, to put it another way, speak in sound bites so we with the issue?

I certainly don't think that all of the complicated tasks of running the country can be communicated to the electorate in chunks of eight seconds or less. And by relentlessly pointing this out to enough stu-

"Understanding politics on TV goes beyond simply examining candidates' appearances in the news and on commercials."

dents, perhaps a few of them who eventually find themselves managing news operations, heading networks, or running for office will actually try to communicate more-complex messages.

UT SIMPLY NAMING and complaining about the sound bite doesn't get us very far. Longer, after all, isn't necessarily better, and it isn't the sound bite itself that is bad but the quality of the idea it contains. Some good ones exist-"equal pay for equal work," for example—and their brevity often means that they are not subject to differing interpretations. The "no new taxes" pledge from George Bush proved hard to wiggle out of with a simple 'What I really meant when I said that was

In many ways, the long-winded speech tened to the many ideas expressed, assessed them according to your own values, and voted your conscience. Dragging useful data out of the sound bite or the visual "image bite" is a lot trickler. What exactly was the Democratic Presidential contender Paul Tsongas trying to communicate when his campaign scheduled a "photo opportunity" as he worked out in a swimming pool in front of a battery of cameras? What did George Bush, who once was perceived by some as a "wimp," prove by publicly refusing to eat his vegetables? What was going on in a 1984 campaign advertisement for Ronald Reagan's re-elec-Continued on Following Page

### Students Need to Understand Television's Effect on Politics

Continued From Preceding Page tion that showed a man in the woods standing up to a bear, the dangerous foe in so many fables and fairy tales?

Because they need to communicate their messages quickly, television commercials and political sound bites tend to be impregnated with mythically resonant images and archetypes. But because they also are ubiquitous and appear in a medium to which most people don't pay careful attention, their effectiveness is often unnoticed, indeed denied, by many viewers.

The slippery nature of the political commercial and sound bite is a strong argument for their formal study in the classroom. While defenders of the traditional curriculum often resist required courses about television and other mass media, 1 can think of few courses more relevant to new voters than those that would teach them the anatomy of the sound bite and how to watch a TV commercial. Careful unpacking of the substantial cultural baggage carried by the bear, the broccoli, and the bathing suit does not usually go on in the living room, and therefore probably should in the classroom.

While a required mass-media course is hardly standard equipment for an undergraduate degree, universities are giving increasing attention to media and politics. Books like Kathleen H. Jamieson's Packaging the Presidency and a number of readily available videotape anthologies of classic political advertisements are showing up on syllabi across the country.

Even newspapers are dedicating an ever-increasing amount of space to stories on candidates' use and manipulation of the media. But understanding politics on TV goes beyond simply examining candidates' appearances in the news and on commercials. It's common knowledge that more people get their information about politics from TV than from any other medium. It's also not hard to see that information is shaped and altered by the medium conveying it. The same Presidential debate between John F. Kennedy and Richard M. Nixon in 1960 got a very different response from radio listeners, who heard only the substance of the speeches and rebuttals, than it did from those who saw it on TV. Because Mr. Nixon had years of experience in debating techniques, he sounded great on the radio; most listeners thought he'd won the debate. On TV, however, his five-o'clock shadow, bad make-up job, light-colored suit, and thinning hair didn't stand a chance against the strikingly telegenic image of the tanned, athletic Kenne-

T IS ALSO IMPORTANT to remember that people who are watching politics on Tv are also watching game shows, cartoons, commercials, sitcoms, talk shows, and a lot more. Further, armed with remote-control devices, they are often watching all of them at the same time. Simply isolating a televised political event or commercial and studying it all by itself is not enough. We understand what we see on television not by looking at a single, specific program, but by bringing with us re experience of the medium--experience that is likely to include a lot more episodes of "Gilligan's Island" than Presidential debates. After all, the Times Mirror Center for the People and the Press recently reported that one-third of late-night TV viewers under the age of 30 learned about this year's election from TV jokes. Many of my students know more about President Bush via Dana Carvey's "Saturday Night

Live" impersonations than they do from

Everything we see on TV comes out of the same box, and, in many ways, it all mixes together. When the political process becomes part of the endless stream of programming, it falls into, and becomes captive to, the rules of the medium as a whole. When we see politics on television, we fit the images into everything else we've scen on TV, including its morals, myths, values, conventions. The very nature of viewing blurs everything, and the most obvious examples of that blur-candidates appearing on sitcoms and late-night talk shows, series stars becoming national political figures (Ronald Reagan, "Love Boat's" Fred Grandy), and comedy producers supplying ideas to election campaigns—serve only as the most striking examples of an overall trend. Television, a medium dominated by

entertainment, has squeezed politics into

As today's candidates jump from MTV to "Today" to "The Larry King Show," they adjust their presentations according to the generic formulas, the audiences, and the styles of each program. A thorough examination of how they are doing this allows us not only to see and to judge their views about a number of groups, but also to test their consistency from appearance to appearance.

To understand what is happening in those performances, one must know something about the programs' audiences and their expectations of the programs. One must know the shows well enough to see how the candidate is playing to a particular audience and fulfilling its expectations. Mr. Clinton's hip, self-referential "inhaling" joke, told during the appearance in which he played the saxophone for the young audience of "The Arsenio Hall Show," would never have been told when

"The slippery nature of the political commercial and sound bite is a strong argument for their formal study in the classroom."

its own shape. In the process, the candidates, the complex issues, and the difficult choices that elections present have, to a degree, become made-for-TV-simple, entertaining, palatable.

When politicians disseminated their ideas solely through speeches, schools and colleges were teaching numerous courses on rhetoric and public speaking, taking as their subjects not only historical speeches (by Cicero, Lincoln), but fictional ones as well (from Homer, Shakespeare). Students were given a context for the speeches they heard by learning the history of speech making and learning about all the various forms of the medium—the spoken word in which speeches were delivered.

Students today may need to be reminded of the days when the values conveyed in

he appeared on the generically different "Today Show."

Vice President Quayle's attack on "Murphy Brown"—in which he said the main character set a bad example for youths by having a child "out of wedlock"—made TV and the values it conveys an issue in the current campaign. But his comments can't be responsibly judged unless we have watched the show and can assess whether what he says about it is true. We also need to know the history of TV to assess whether his claim that the medium is destroying "family values" is

television shows were different. Class. room viewings of "The Donna Reed Show," "Leave It to Beaver," and "Fa ther Knows Best" would reveal that "Inditional" family values were very much intact in these programs. Yet the baby boomers who were raised on these shows would go on to make divorce a national pastime. By 1969, before a single divorced person appeared as a principal characterin a TV series, the number of divorces in this country already had reached an all-time high. If they knew their TV history, sudents would be more likely to ask themselves whether, if "Murphy Brown's" values are detrimental to families, shouldn't the values conveyed on "Leave It to Beaver" have encouraged families to stay to gether?

LTHOUGH the values conveyed on television series have not always Caught up with real life, the series can reinforce certain stereotypical traits. The celebrations of individualism, free enterprise, rags-to-riches stories, and "Lone Ranger" justice in hundreds of TV series from "The Beverly Hillbillies" to "The A-Team" nicely trained television audiences to respond positively to a new TV character, the individualistic, hostage-rescuing billionaire H. Ross Perot. Because Mr. Perot fit into well-known, "maverick" character types when he voiced interest in becoming President, some voters might have made assumptions about him based more on television heroes than on what they actually knew of his own personality and character.

The irony, then, is that the traditional academic complains bitterly about what television has done to trivialize politics but at the same time ridicules the idea of requiring students to take classes analyzing popular rv. The link between television and politics is not going to be broken. Our best defense is to tench students about

Robert Thompson is an associate professor in the Newhouse School of Public Communication at Syracuse University and author of Prime Time, Prime Movers (Little, Brown & Co., 1992).

### LETTERS TO THE EDITOR

## The Cold War and Predictability in Political Science

TO THE EDITOR:

Perhaps the intent of John Lowis Gaddis ("The Cold War's End Dramatizes the Failure of Political Theory," Point of View, July 22) was to kick up some dust rather than develop a serious critique of a general theory of international relations. To be kind, I will surmise that space limitations produced superficial reasoning that approaches being specious. Whatever the cause, the product was hasty, ill informed, and poorly titled.

Regarding the dramatic title, a stroy the excellent reputation of challenge to a methodology developed decades ago by Hans Mor-rectly identifies as a founding fagenthau does not constitute the ther of international relations. His TO THE EDITOR: failure of political theory. This is theory, nearly five decades old, is tantamount to saying that quesflons raised about the evidence of the "big bang" theory of the creations than the Gulf war is a sign of the fallow of the creations than the Gulf arship above those who would try the "big bang" theory of the cre- war is a sign of the failure of is- to emphasize the "science" in

It is also difficult for Mr. Gaddis to demonstrate that the interdisciplinary mesh of international relations, foreign affairs, compardicting equation the relevant sowho has contributed to the "theo-

provided extensive material that has presented the possibility of revised geopolitical priorities driven by repeated and cumulative economic failure in the former Soous contribution to the aggregate of international-relations theory has argued that the Soviet Union or, for that matter, the United States of America would exist in its present ethnic, social, or political form in perpetuity.

Professor Gaddis, I am sure, did not mean to attempt to de-Hans Morgenthau, whom he cor-

nation state and all polities which may influence it, must begin with simple theories as heuristic building blocks. And, in the history of humankind, we can never overviet bloc. . . . Moreover, no seri- look the monumental role that an *individual* can piay as a catalyst for historical transformations. Morgenthau's work, therefore, deserves enduring praise for what it started and not pucrile aniping from the masters of hind-

MILTON T. COLE Grants and Contracts Administrator Homewood Research Administration The Johns Hopkins University

ation of the universe demonstrate iam. The war and Islam are facts "political science." He points out the failure of the totality of the that influence the world in the that the theorists of international study of political science, a discient of the cold war with its conpline that must include in any prenomics, and geopolitics has not ic, and historical factors of a to respond with "on you too!"

Where in the "traditional literature" will you find predictions of these world-shaking events? I believe Professor Gaddis mis-

interprets the roles of prediction and idealization in physics—the supposed role model for much of the theoretical social sciences. He also shortchanges the many political theorists who do attempt to "include not just theory, observation, and calculation. but also narrative, analogy, paradox, irony, intuition, imagination, and—not least in importance—style."

The goal of physics and other sciences is understanding, not prediction. Prediction is a tool, a vital one to be used wherever and no more a sign of a failure of interrole of traditional historical scholof science. . . . Similarly, it is not sciences gave up on" accounting for reality "some time ago." It is 20th century. The attempt to bring relations failed to predict the demake severe idealizations, but the improved predictability to the study of political spience of the Soviet Union and the goal is to build upon the model so as to approach the real world. . . .

ative politics, international economics, and geopolitics has not

ic. and historical festors as explicit about that which they do

include. Their explicitness facilitates versity-press publication committees the distinction between what "is" on the grounds cited by Professor and what is "desired" or "should Mohr, given the range of books found e." As in physics, a good theory worthy to be published and forththough far from "reality" itself—is a coming in Columbia's "Between

Men-Between Women" series.

JOHN D. MOORE Columbia University Press New York City SOMEWHERE

a veteran of 10 years' work in the

university-press world, I'm inclined

to believe that homophobia affects

few decisions made by university-

press editors. Now that we at Beacon

have accepted Mohr's manuscript,

however, we have come face to face

with a much more insidious form of

homophobia-an unexpected, hid-

den, and effective means of censor-

ship that could keep this important,

controversial, and groundbreaking

book from reaching any audience at

Reacon Press a non-profit pub-

lisher, associate member of the As-

sociation of American University

Presses, and established publisher of

scholarly books, accepted Mohr's

manuscript after reviewing readers'

reports solicited by university-press

editors, commissioning our own re-

ports, and overseeing substantial

manuscript revisions by the author.

Wayne Koestenbaum, professor of

English at Yale University, called the

book, "truculent, brilliant." James

Saslow, professor of art history

need not saree with all Mohr's con-

ence of an original and sophisticated

mind." David Greenberg, professor

of sociology at New York Universi-

ty, said, "Mohr shows how a consis-

tent philosophy of individualism and

respect for human dignity can clarify

difficult issues facing gay Americans

clusions to feel that one is in the pres-

RICHARD W. BULLIET Chair of the Publication Committee Columbia University Press New York City

TO THE EDITOR:

I too would be (a) proud to complete a book-length manuscript, (b) pleased to anticipate profits from its publication, and (c) very upset at all the rejections along the way. Dog bites man. In Richard D. Mohr's case, the system worked-without implicating tax dollars directly in a project the taxpayer would be unlikely to endorse anyway.

It takes something I don't possess for him to twist this success story into one more tale of oppression. We should all be so oppressed NATHAN W. HARTER THE CHRONICLE OF HUGHER EDUCATION

Assistant Professor of State

TO THE EDITOR:

I am highly incensed at the thought that Richard D. Mohr both states and implies, which is that university presses and their boards do not have the right to publish, or not to publish, for whatever reason, any manuscript. This person's thinking as displayed here is dangerous. . .

The only charter that I know of for all of our great university presses is to disseminate scholarly knowledge. . Mr. Mohr has no right to try to tell university presses which manuscript they should accept, either directly or by public criticism. . . .

It seems to me that Professor Mohr needs to research and learn more about freedom and the infringement on our freedom both directly and by innuendo as well as whether pornography is considered an infringement. I will not even venture into the moral side of his art and sex. Perhaps it is better that he learn this by public rejection so that he will really have something to crybaby about. I do not consider Mr. Mohr's writ-

ing, editorship, and conduct very at Queens College, wrote, "One professional or scholarly. I suppose he will tell me that I have no right to that opinion either. ROBERT L. WARREN

Associate Director
The Johns Hopkins University Press
Baltimore

TO THE EDITOR: By now, readers of The Chronicle are familiar with Richard D. Mohr's nored."

After we accepted and edited this book, we submitted it to 25 printers (including all of our standard suppliers) and were turned down by 24. Only one printer-a supplier of glossy corporate reports-has agreed to take the job, but because their business is not book printing, we will by an established press-was nearly suppressed not by publishers, but by printers who decided to impose their own content restrictions-and prejushop floors with calendars of naked may prompt a knee-jerk response.

criticism of university presses for de- women don't want to acknowledge clining his manuscript, Gay Ideas: that homophobia underlies their se-Outing and Other Controversies. As lective moralizing when confronted with the pictures in our book, some of which passed muster, of course, in

the famous Cincinnati Mapplethorpe

MILLER SISTERS ARE BEING

SWEPT OFF THEIR FEET

FRANCE

Rather than debating the degree of enthusiasm in various readers' reports or the bases for individual publishers' decisions to accept or decline this work, I think we all-publishers have encountered. Should printers really have the power to decide what is appropriate for a reputable puband no one clsc.

#### Defending linguistic diversity

TO THE EDITOR:

In my article "Why Do Academics Continue to Insist on 'Proper' English?" (Opinion, July 1), I referred to standard English as a myth because there is not one universally agreed-upon standard, but rather a loosely configured set of standards subject to so many variables of geography, sociology, context, style. and editorial whim that it is futile to speak of language as if it were a

One of my critics takes me to task today. His arguments cannot be igfor writing in so-called standard English ("Debating the 'Myth' of Standard English," Letters to the Editor, July 22; "Language, diversity, and 'proper' English," Letters to the Editor, July 29). To this I reply that it would be pretentious and condescending for me to mimic dialect writing, as some others have done in pay a premium for their services. response to my piece. And I should Some printers claimed that their empoint out as well that the prose of my ployees would balk at working on a article was heavily massaged by sevproject that contains sexually expliceral layers of Chronicle editors. My it art. So, Gay Ideas-after thorough beef, though, is not with standard vetting by scholars and acceptance English, or standards of English, but

with linguistic prejudice. The editors also switched the focus of my essay by changing its original title, which was "Why Can't Nondices-on a serious scholarly work. standard English Be Politically Cor-Printers who think nothing of print-rect?" This is entirely within their ing pictures of heterosexual (i.e., prerogative, and I, too, worry that normal) sex or who decorate their anything tagged politically correct

But a title challenging proper English, which is not my intent at all, promotes a different but equally automatic response, the cry that the barbarians will be allowed to destroy the linguistic treasure that is ours. And it deflects the reader's attention from the irony I was pointing to: that we frequently refuse to extend our tolerance of cultural diversity to the area of language. Indeed, one of my critics confirmed this irony when he acknowledged his grudging use of singular they to avoid what he calls the "sexist (but grammatical) his," while continuing to insist on proper English everywhere else. (His is no more grammatical than they in reference to indefinite antecedents: Although they violates a constraint on agreement in number, the generic masculine his violates an equally "grammatical" constraint on agreement in gender.)

Several critics argue that only socalled standard English can be unambiguous and precise. This, of course. is nonsense. All varieties of language, the standard as well as the stigmatized, can be ambiguous or unambiguous, precise or vague. The average administrative memo, my own included, may have standard subjectverb agreement and kosher spelling but tends to be verbose and hard to follow, if not altogether mind-numb-

Others argue that only standard

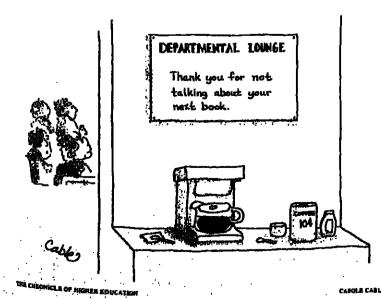
English can provide entrée into the work force. It is true, for example, that speech tests have been used at various times to exclude Jews, Asians, Hispanics, and African Americans, among others, from and scholars alike—should band to- the teaching ranks in this country. gether against the consorship we Courts tend to hold that discriming tion on the basis of language or accent is legal if it can be shown that communication skills, a term that to lisher to print? I think editorial deci- my mind is unconstitutionally vague, sions must be made by publishers— are necessary for a particular job. As a result, teachers often developed an WENDY J. STROTHMAN overly precise pronunciation that reinforces the stereotype of pedagogue as language pedant, in general, though, employers intent on discriminating against workers will do so any way they can. Changing your language will only force them to find another reason not to hire or promote

Appropriate use of language is ultimately dictated not by style books or usage cops, but by contexts. We all modify our spoken and written langunge to fit all sorts of changing situations. Or we resist the social pressure to modify our language. In most cases, we do a little of both. What we must learn to do is examine our linguistic prejudices in the same way we have learned to look at our other cultural preconceptions. And we must learn to enjoy, rather than condemn, the varieties of language at our dis-

DENNIS BARON Professor of English and Linguistics Director of Rhetoric University of Illinois at Urbana-Champaig Urbana, Il

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor. The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.



OPINION

foundation upon which a structure,

ever more closely approximating re-

ality, can, with care and labor, be

built. Such a foundation itself then.

would represent a major, necessary

component of understanding interna-

tional reality. The necessarily inter-

disciplinary struggle to build it repre-

sents an opportunity, not a "failure

of political theory," one which

should be welcomed by scholars

rather than denigrated by scholas-

Richard D. Mohr

TO THE EDITOR:

and university bresses

Columbia University Press re-

solved in 1988 to initiate a series in

lesbian and gay studies. Our editor

wrote to Richard D. Mohr (Universi-

ty of Illinois at Urbana-Champaign),

and in January 1989 we reached an

agreement to work together on

the series "Between Men-Between

Women: Lesbian and Gay Studies,

with Mohr as general editor, and ad-

visers Eugene Rice (Columbia Uni-

versity), John Boswell (Yale Univer-

sity), Claudia Card (University of

Wisconsin at Madison). Richard

Green (University of California at

Los Angeles), Gilbert H. Herdt (Uni-

versity of Chicago), Burbara E.

Johnson (Harvard University), and

Rhonda R. Rivern (Ohio State Uni-

Seven books have been published

in the series so far with Mohr's effec-

tive and energetic participation, until

his resignation in September 1991.

The editors of the series now are 1.il-

lian Faderman (California State Uni-

(University of Pennsylvania).

versity at Fresno) and Larry Gross

In the Point of View "When Uni-

versity Presses Give In to Bias, Aca-

demic Principle Will Be Disregard-

ed" (July 15), Professor Mohr char-

acterizes the series as a "high-

volume cash cow." We reject that

claim. Lillian Faderman's Odd Girls

and Twilight Lovers, an award-win-

ning book of broad general interest,

has had exceptionally good sales.

The aim of the series is to publish

outstanding scholarship; this bas

been demonstrated by the excellent

reviews of other books in the series,

while sales figures have been charac-

teristic of books from prominent uni-

Mohr mentioned Columbia's rejec-

tion of Gay Ideas: Outing and Other

Controversies, It is wrong to indict

the system of review followed by uni-

versity-press publishers.

ALVIN M. SAPERSTEIN

Professor of Physics Wayne State University Detroi

OPINION

FINE ARTS

PEPARTMENT

CHAIRPERSON

Rocky Mountain College of Art & Design, located in Deriver, Colorado, is accepting applications for the position of Fine Arts Department Chair.

Qualifications: MFA plus

minimum 12 years experience in he field. Concidere must be a

Submit letter of application,

sides, resume, artist's statement and SASE to Usa Steele, Academic Dean

MOUNTAIN COLLEGE OF ART & DESIGN

&875 E. Evans Avenue Denver, Co B0224

Department of English

Clark Atlanta

University

proticing contemporary cartist with a strong exhibition record and previous college teaching experience. Application Deadline: Open until filled

THE UNIVERSITY OF AUCKLAND - NEW ZEALAND

LECTURESHIPS/

SENIOR LECTURESHIP IN

WOMEN'S STUDIES

(Two Positions)

Vacancy UAC.193

Applications are invited for a Lectureship, and a Lectureship/Senior Lectureship in

The University is introducing an undergraduate programme in Women's Studies

within the Faculty of Arts, comprised of Humanities and Social Science Depart-

ments, in 1993. Two first-year papers are to be offered. These are 'Women, Gender

and Society', and 'Representing Women: Images and Words'. The new staff

members will be involved in teaching these courses and in developing core papers

Applicants should have a PhD degree or equivalent and a strong interest in feminist

theory. Teaching experience at university level would be an advantage. A Senior

Lecturer appointment would require university teaching experience and a good

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088

per annum (Lecturer) and NZ\$52,000 - NZ\$60,994 per annum (Senior Lecturer).

A LECTURESHIP IN

ORGANIC CHEMISTRY

Department of Chemistry

Vacancy UAC.208

Applications are invited from suitably qualified organic chemists who hold

a doctoral qualification and have a strong research record. The Department is

keen to appoint a candidate who has experience in one or more areas of

bio-organic chemistry, blo-polymers or organic polymers with expertise in

NMR spectroscopy although outstanding candidates in other areas of organic

chemistry will also be considered. The appointee will be expected to teach at all

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088

A LECTURESHIP IN GEOGRAPHY

COASTAL GEOMORPHOLOGY

Department of Geography

(Limited-Term Three Years)

Vacancy UAC.207

This new position complements existing teaching and research in coastal

geomorphology and management, and reflects a strong growth in undergraduate

Applicants should have an advanced qualification (a PhD or equivalent), and

research and teaching interests in coastal geomorphology, preferably with an

emphasis on coastal processes. An ability to contribute in other areas of process

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088

geomorphology, hydrology or quantitative methods would be an advantage.

at higher levels for subsequent years.

Closing date: 24 September 1992.

Closing date: 14 October 1992.

## **Bulletin Board**

Positions wanted
 Public notices

Services

### How to use this service

Readers of The Chronicle are invited to use these columns to find candidates for bona fide openings on their campuses, to seek new positions, and for other appropriate purposes.

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No discount for multiple insertions

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Please specify preferred publication date(s), format, and billing information.

Phone: (202) 466-1050, Monday, 9 a.m. to 2 p.m., Eastern time, Tuesday through Friday, 9 a.m. to 5 p.m., Eastern time.

Telex: 89-2505, 24 hours a day, 7 days a week.

Cable: CHRON WASHDC, 24 hours a day, 7 days a

Telecopier (FAX): (202) 296-2691, 24 hours a day, 7 days a week.

First class mail: Bulletin Board, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Special delivery or express mail: Bulletin Board, The Chronicle of Higher Education, Suite 785, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

For information or to confirm receipt: (202) 466-1055, Monday through Friday, 9 a.m. to 5 p.m., Eastern time; FAX confirmations:

Advertising submitted by individuals who have not previously established credit with The Chronicle must be prepaid. Individuals or institutions which have established credit will be billed at the time of publication. Payment should be sent to: Accounts Receivable, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

#### To reply to box numbers

Address envelope to Box \_\_\_\_\_. The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

#### **Deadlines**

(202) 466-1056.

Copy and artwork must be received by the dates below. No cancellations or changes can be accepted after the closing hour (Eastern time). No space reservations accepted.

Issue Date **Closing Date** The Chronicle will not be published

August 19 or 26 September 2 September 9

September 16 September 23

Friday, August 21, 5:00 p.m. Monday, August 31, 2:00 p.m. Friday, September 4, 5:00 p.m. Monday, September 14, 2:00 p.m.

September 30 Monday, September 21, 2:00 p.m. October 7 Monday, September 28, 2:00 p.m.

POSITIONS AVAILABLE

Current Education job Listsu Toacher and administrator rosts in schools and colleges. Subscriptions: \$2M - 4 months; \$16 - 2 months. Carcera/Consultants in Education, 615 Main Street, Sulie 455, Strondaburg, Pennsylvands 18360 or 1291A South Power line Road, Suria 136, Pompano Beach, Florida 33069.

Higher Education Job Usts: List a position or find a tob in Admissions. Registration or

JOB SERVICES

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SERVICES

Disertation Writer: Resource to facilitate thesis writing process. Planning, research, ediling, worderceasing, Write: CS, P. O. Box 9646, Towson, Maryland 21204 or call (410) 494-0646.

**POSITIONS** WANTED

#### **POSITIONS** WANTED

lournalism / Mass Communication: Hus-band/wife team, seeks innovative faculty positions. He: former staff writer for Los Anseles Times, foreign correspondent, ex-press secretary. She: award-winning fea-ture editor for tenth largest U.S. daily, MSJ. Both with university teaching experi-ence. (413) 367-1932.

**POSITIONS** AVAILABLE

Academic Administration: Director, Gloon County Ceater, full-time, academic man-namem position, \$5,157-55,400 most hip. Administers off-campus classes and pro-grams, Master's degree and one year of re-lated forms! trailing, internish or leader-thic academic position.

ing accepted for the position of Counselor/
Advisor to Student-Athletes in the Office of Undergradus to Student-Athletes in the Office of Undergradus to Student-Athletes in the Office of Central Florida (Position \$37591). This position will report to the Director of Academic Advising. Duties include activity and the student of the College of Business tudent-subters on ecademic progress and procedures, coordination registration activities, teaching workshops/acminars in orientation to the university operation and career exploration. The position will work closeity with rembers of the university coaching staff. Minimum qualifications: Master's degree in appropriate area of specialization from an accredited college or university. Proterrod qualifications: Two years directly related professional compeloyment in academic advising/counseling or leaching with experience in molivaing and Amagenesi Information Systems, Salary and benefits are competitive. Send return of Systems and Amagenesi Information Systems, Salary and benefits are competitive. Send return of Systems and Amagenesi Information Systems, Salary and benefits are competitive. Send return of Systems and Amagenesi Information Systems, Salary and System

Academic Services Coordinator of Academic Services Center: New position for Fall, 1992. Mastar's in reading skills devot openent wish consults training in areas of academic counselling. Desire minimum three years' experience, ability to work collaborativally with faculty and administration. Largestown College is affiliated with the Presbyterian Church and aceks a person with a commitment to non-sectarian Christian higher education. Search will continue until position is filled. Send application, résume and three references to Dr. Richard H. Smith, Academic Dean, 6092 Jamestown College, Jamestown, North Dekota 38401. Women, minorities, and persons with disabilities are encouraged to applic.

Accounting/Management information Systems The Ohio Sigis University seeks to full the position of Chairperson of the Department of Accounting and Management information Systems in the College of Business. All applicants must possess an earned doctorate. The applicant is expected to have a record of scholarly schewenents commensurate with the rank of Full Professor of Accounting and MIS at the Otted State University. Professional confidential State University. Professional confidence are highly desirable. The Chairperson is expected to provide academic and administrative leadership consistent with the Department's mission of excellence in teach-

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hyles nominations for faculty ap-pointments to the following de-partments in its School of Medi-

besist and human services. Research and trialing experience is desirable. The successful candidate will hold the rank of intention in the Denartment of Family and Child Development. The duties and responsibilities of the Director include: in management of the Center's pervices and responsibilities of all Center staff and students, of anothering the Center's operating budget, it working with graduate and undermeduate students, and e) futfullment of duties and responsibilities the Department of Fandy and Child Development consistent with grantly sature at the University (s.g. sevising, teaching, and supervising students). Application deadline is August 27, 1997. Application deadline is August 27, 1997. Seed letter of application and supporting materials (including three researces) to: Dr. Shirley Travis, VP3 and SU. Department of Fanniy and Child Development, 317 Wallace Hall, Blacksburg, Vigning 2006-14416. VP1 and Clark of the contraction of the con SU, Department of Farminy and Substance, velopment, 317 Wallace Hall, Blacksburg, Virmin 2006-4046. VP) and SU is an EO/AA institution. Women and minorities are escouraged to apply.

**ROSS UNIVERSITY** 

Physiology Microbiology Pathology Behavioral Science Beautiful tropical location in the Caribbean. Excellent tax benefits.

Dr. Robert Ross Search Committee Ross University 460 West 44th Street New York, New York 10001

chanis, finite elements, racture mechanics, and tribulony. Experience in one or top of these areas is highly destrable althous special preference will be given to these who also have a strong background in the dynamic behavior of ceramic materials. The individual will be expected to teach trades and undergraduate courses, advice and undergraduate courses, activities, and develop a sponsored revearch program in the structures and materials areas. Rank and salary will depend upon qualifications. A doctorate in serponautical onderence or a closely related field is required, the position will remain open until field interested applicants should send a doubled returned with names, addresses, to present a few of the field of Aerosautics and Astronastics, School of Aerosautics and Astronastics, and 19907. Purque University West Laftyrette, Indiana 47907. Purque University is an equal opportunity, allimative action employer.

Closing date: 30 September 1992.

Agriculture/Extension: NMSU Cooperative Extension Service, San Juan County, Aztec, New Mexico County Extension 4-H Agriculture Agent with Master's degree or may be under-filled as Extension Associate with Bachelor's degree. At least one degree in Agriculture. Reply to: Andy Nunez, Internative County of the County of the Agriculture of the County of t

Archaeology: The American Cester for Oriental Research (ACOR) in Amman (Jordan) seeks an Assistant Director to write grant applications and reports, oversee hostel operations, fundraise, and reposent Director in his/her absence. Academic degree in archaeology or related field and proved English writing ability required. Wordprocessing, secounting/business experience, archaeological field work, and Arabic destrable. Salary \$20,000 plus room/board. Position to be filled by January 1, 1993. Seed applications and two recommendations by November 10, 1992 to Dr. Patrick. McGovern, University Museum, University of Pennaylvania, Philadelphia, Pennsylvania 19104.

vania 19104.

Archaeology: The Oriental Institute and the Department of Near Eastern Languages and Civilizations of The University of Chicago invite applications for appointment to a tenure track position at the Assistant Professor level in Near Eastern Archaeology. Cffictive for the academic year 1993-94. Candidates with a regional specialization in the archaeology of Syria or Anatolia and with theoretical, topical, or methodological specializations that complement those of the present faculty are especially encouraged to apply. The responsibilities of the position idealude responsibilities of the supervision of students archite, and the supervision of students archite, and the supervision of students archite, and the supervision of students architecture. The allitical intervision of students are alled project is an important factor in the selection of candidates. Applicants abould both the Ph.D degree. The University of Chicago is an equal opportunity, affirmative action em-

Architecture: Messachusetts Institute of Technology, Department of Architecture, announces a tearch for architectural design faculty at both tentrod and non-tentred lavels. Primary criterion is proven excellence in conducting design authors and the flexibility to do so at various levels. Also desired: character and coursy to participate forcefully in building the studio sequence and design curriculum: concern to participate forcefully in building the studio sequence and design curriculum: concern to participate forcefully in building the studio sequence.

Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have

sis of personal letter and vitas (please include list of possible references). Review will begin October 1, 1992, but applications will be accepted until positions are filled, no later than September 1993. Stanford Anderson, Head, Department of Architecture, Room 7-303, MIT, Cambridge, Massachusetts (2139. MIT is an Affirmative Action, Equal Opportunity Employer.

W B NICOLL, REGISTRAR.

available.

A LECTURESHIP/ SENIOR LECTURESHIP/ ASSOCIATE-PROFESSORSHIP

Department of Planning

School of Architecture Property & Planning

Vacancy UAC.209 Applications are invited from suitably qualified and experienced candidates for appointment to participate in the introduction of a remodelled 4 year Bachelor degree course in 1993. The Department of Planning is the largest and longest established in New Zealand, offering BPlan, MPlan and PhD. It has 12 full or part-

time teachers with a wide range of academic and professional experience. A tertiary qualification in urban or regional planning or a related discipline is required. A doctorate and professional qualification in a specialised field is preferred. Applicants should also be able to show effective teaching experience, a record of research and significant professional practice.

The Department is particularly seeking applications from people with proven research or practice experience in environmental planning for sustainable communities; policy development and analysis; or environmental, economic and social assessment. Applicants should have an interest in both undergraduate teaching and supervision of the work of postgraduate students. Half-time appointments would

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum (Lecturer), NZ\$52,000 - NZ\$60,944 per annum (Senior Lecturer) and NZ\$69,680 - NZ\$75,920 per annum (Associate Professor). Closing date: 14 October 1992.

> POSTDOCTORAL RESEARCH ASSOCIATE

Applied Optics Centre Vacancy UAC.210

The Applied Optics Centre is a joint research institute linking the Department of Physics and Electrical Engineering at the University of Auckland, which performs research and development in various areas. The Centre seeks to appoint a research associate to assist with industry funded research and development, and to contribute to the established research programme in nonlinear fibre optics and laser physics. The position, which is tenable for two years will also involve some limited teaching duties in the Physics Department, Applicants should have a PhD degree in some area of experimental laser physics or optics. Further details concerning the position can be obtained from Professor J D Harvey, Physics Department, University of Auckland, Private Bag 92019, Auckland, New Zealand, fax (64) 9 373-7445, emnil:jdh@phyvc.aukuni.ac.nz.

Commencing salary will be established at NZ\$37,440 per annum.

Two copies of applications, in the form of a detailed CV and including the names and addresses of up to 3 referees, should be forwarded to reach the Registrar by

Conditions & Procedures For All Vacancies Further information, Conditions of Appointment and Method of Application, should be obtained from the Assistant Registrar, Academic Appointments, The University of Auckland, Private Bag 92019, Auckland, New Zealand,

telephone (64) 9 373-7999, fax (64) 9 373-7454. Three copies of applications

should be forwarded to reach the Registrar by the closing date specified. Please quote relevant Vacancy Number in all correspondence.

An Equal Employment Opportunity Employer

#### **UNIVERSITY OF ZIMBABWE**

APPLICATIONS ARE INVITED FOR THE FOLLOWING POSTS:

LECTURESHIPS/SENIOR LECTURESHIPS/ASSOCIATE PROFESSORSHIPS

DEPARTMENT OF EDUCATIONAL ADMINISTRATION

Applicants must be senior academics holding a Ph.D. or equivalent. Considerable teaching and research experience in University or aquivalent institution is an advantage. The successful candidate must demonstrate skills in Educational Research, Evaluation, Policy and Financial Analysis, School of Law; all of which may require computer applications. The candidate is expected to supervise and offer courses at post graduate lavel.

DEPARTMENT OF EDUCATIONAL FOUNDATIONS (2 posts)

Applicants should hold at least an appropriate mester's degree. Extensive professional experience in Guidance and Counseling. Computers plus any other areas of educational psychology will be a strong advantage. The successful candidates will be required to teach courses in Psychology of Education at the B.Ed., Grad.CE., M.Ed., M.Sc., and Dip.Ed. levels.

DEPARTMENT OF HISTOPATHOLOGY (4 posts)

Applicants should have MRCPath or equivalent in Histopathology and/or Forensic Pathology. The successful candidates will be required to teach pathology to undergraduate, postgraduate, and paraclinical students. They will be expected to carry out research and to provide clinical service. DEPARTMENT OF PAEDIATRICS

Applicants should be academic Paedistricians with special interest in undergraduate and postgraduate teaching, research and clinical care of sick infants and children. Special knowledge of Neonatology and neonatal care would be an advantage.

DEPARTMENT OF GEOLOGY (2 posts)

Post A: Environmental Geologist—Applicants with a Ph.D. will be given preference. The successful candidate will create new courses within the broad range of this discipline. Similar fatitude also exists for research with strong support from analytical equipment including electron microprobe and atomic absorption. The Department also maintelns research links with several European universities. The candidate will further teach courses in general geology to undergraduates.

Post B: Petrologist—The post is available from 1 April 1993. Applicants should hold a Ph.D. The successful candidate will teach undergraduate courses in mineralogy and petrology, perficipate in undergraduate field excursions, and supervise postgraduate students. The Department of Geology has a long tradition of quality petrological research in Zimbabwe Archaean Craton, and a strong research interest in and also maintains strong research links with several European universities. RESEARCH FELLOWSHIPS

DEPARTMENT OF BIOCHEMISTRY

The post is teneble for one year in the first instance. Applicants must hold a Ph.D. in Biochemistry and should have an interest and experience in one of the following fields of research: Biotransformation of Xenobiotics immunology or Biotechnology. The Department's particular interests in Biotechnology include Genetic Engineering, HBV and Plant Viruses, Thermophilic Organisms, Downstream Processing and Enzyme Technology.

DEPARTMENT OF MATHEMATICS

The post is tenable for one year in the first instance with potential extension to a maximum of three years. Applicants should hold a Doctorate or equivalent with specialization in (Quantum Mechanical) spectral theory or scattering theory, or a related area of mathematics. CONDITIONS OF SERVICE

Both permanent and short-term contracts are offered. Persons who are not Zimbabwean citizens may be appointed only on a short-term, contract basis for an initial period of two years. Short-term contracts may be extended.

Six copies of applications giving full personal particulars which should include full name, place and date of birth, qualifications, employment and experience, present salary, date of availability, telephone number and names and addresses of three referees should be addressed to:

Director, Appointments and Personnel Nount Pleasant HARARE Telegrams: UNIVERSITY Telex: 26560 UNIVZ ZW Fax: (263) (4) 732828

Overseas applicants may obtain further particulars from Ms. Anita Johnson, Programme Development Officer, Division of Education, The African American Institute, 833 United Nations Plaza, New York, NY

Engineering (including Professional Supplement) Lecturer: Z\$43,416-Z\$67,276 Senior Lecturer: Z\$68,728-Z\$63,120 Associate Professor: Z\$66,108-Z\$69,336 Professor: Z\$70,020-Z\$73,992 Non-Medical Leoturer: Z\$40,056-Z\$53,916 Senior Lecturer: Z\$55,368-Z\$59,760 Associate Professor: Z\$62,748-Z\$65,976 Professor: Z\$66,660-Z\$70,632

Medicine/Veterinary (including Professional Supplement) Leoturer: Z\$48,716-Z\$60,578
Senior Leoturer: Z\$82,028-Z\$68,420
Associate Professor: Z\$88,408-Z\$72,636
Professor: Z\$73,320-Z\$77,292

Research Fellow Grade II: Z\$24,324-Z\$27,924 Grade I: Z\$28,896-Z\$32,494 Senior Research Feliow: Z\$36,636-Z\$42,420

The closing date for receipt of applications is 31 August 1982.

Athletics/Academic Affairs Athletic Coordinator for Academics and Compliance. West Virginia State College is seekins an Athletic Coordinator for Academics and Compliance for the Athletic Department. This person will report to the Director of Athletics. Responsibilities include advising This person will report to the Director of Abbeites. Responsibilities include advising student-athletes on academic cone erus; coordinating the tutorial program, compling scademic reports, monitoring the academic reports and including a scademic reports, and including a scademic reports, and institutional regulations. Restablished coordinates rules education program for the College, develope rules interpretation, self-seporting procedures, scandiors financial aid and equivalency policies, Qualifications; Eacholor's degree, Master's degree preferred. A demonstrated knowledge, experience, and educational preparation in the series of scademic counselling and NCAA compilance. Closing dete: August 26, 1992. Application procedures: Send a letter of supplication, returns, and names of

or minority candidates are encouraged.

M. D. Anderson is an equal opportunity employer. Latter of interest and carriculum vites should be sent to Dr. Bernard Levin, Vice President for Cancer Prevention, The University of Toxas M. D. Anderson Cancer Center, 1515 Holcomba Boulevard-200, Houston, Texas 77030. An equal opportunity, affirestive action comployer. Smake the carriculations.

iy of Texas M. D. Anderson Cancer Center seeks an individual to chair the newly created Department of Behavioral actences. The department of Behavioral actences. The department of Behavioral actences. The department is near of the larger Division of Cancer Prevention, which includes beats actence, climical research, client service, professional education and community intervention programs in primary prevention programs in primary prevention programs in primary prevention and risk reduction. The qualified candidates abould have a range of knowledge in areas such as behavior theory, psychomotrics, courseling, adherence, risk communication, arrively research, cost-benefit gradysis, edilivery of preventive services, bealth communication, and/or planning. A proven skilly to conceive and executive innovative behavioral research in cancer prevention and risk reduction and to receive peer reviewed funding smale be denousled in the communication of the conceive and executive innovative behavioral research in cancer prevention and risk reduction and to receive peer reviewed funding smale be denousled in the communication and the reduction and to receive peer reviewed funding smale be denousled in the communication and the reduction and correction of the communication and the reduction and correction of the communication and correction of the communication and a letter of recommendation, and a letter of recommendation, and a letter of recommendation and research letters of

#### **FULL PROFESSOR OF EDUCATION** (Tenurable) AND DIRECTOR OF CENTRE FOR MATHEMATICS AND SCIENCE EDUCATION

Queensland University of Technology is one of Australia's largest Universities with 23,000 students. The eight faculties of the University are Arts; Built Environment and Engineering; Business; Education; Health; Information Technology; Law; and Science.

The Faculty of Education with 183 scademic staff and 3000 EFTSU is organised into the following seven Schools: Guitural and Policy Studies; Curriculum and Professional Studies; Early Childhood; Language and Literacy Education; Learning and Development; Mathematics, Scream and Technology Education; and Social, Business and Environmental Education. The Faculty offers courses at the graduate diploma and first degree level, and Master's and Doctoral Studies are undertaken within specified areas. The work

The Centre for Mathematics and Science Education is one of 11 University Centres and is sited within the School of Mathematics, Science and Technology Education which has 28 academic staff. The Centre activities in Mathematics and Science Education. Its major research, higher degree teaching and service instruction, learning and cognitive science, social and environmental context and technology-based Master's and Doctoral levels.

The appointes will promote and direct the research activities of the Centre, provide leadership in higher degree teaching programs within the Centre and School, promote and direct the service activities of the Centre, be responsible for polloy development and ongoing management of Centre affairs, liaise with the Head of School, Dean, Pro-Vice-Chancellor (Research and Advancement) and promote links with industry and professional bodies.

Women are under-represented at QUT at this level and therefore suitably qualified women are encouraged to apply.

Qualifications/Skills: Applicants should meet the University criteria for appointment as a Professor and should have a higher degree preferably at doctoral level. With specific reference to the activities of the search and development grants and consultancy funds, experience in supervision and teaching at higher degree levels, and leadership and management appropriate to the conduct of such a Centre. Preference a range of research foci within the Centre, and have successful experience in the development and conditions: Permanent appropriate to service the community and profession.

promotion of programs to service the community and profession.

Conditions: Permanent appointment is available at the level of Professor (\$US57,833 (\$AUD77,900) per annum). Appointment as Director of the Centre for Mathematics and Science Education will be on the basis of a three-year renewable appointment. Conditions include subsidised superannuation, relocation assistance, professional experience leave and study assistance. New professors at QUT will be eligible for a \$US18,660 (\$AUD25,000) grant to use on work-related projects.

Eurther Information: Selection criteria for the position and information on the University are available from QUT's Personnel Department, telephone 61 7 864 3745, facsimile 61 7 864 3996 or email k.fox@qu-bione 61 7 864 3211 or facsimile 61 7 864 3211 or facsimile 61 7 864 3474 for further information on the position.

Applications: Applications and envelopes should quote 369/92 and include evidence of qualifications and experience and teaching evaluations plus the names, addresses, and telephone and facsimile numbers of five professional referees. Applications should address the selection criteria and should reach the Personnel Director QUT Locked Beg No. 2 Red Hill Queensland 4059 Australia by 6 November 1992.

An Equal Opportunity Employer

#### **Post-Graduates**

DOCTORATES, any field considered. Mature attitude, excellent teaching ability, congenial personality, and professional presence necessary. We train you for intensive laboratory instruction of surgeons. Permanent instruction sites in New York City, West Palm Beach, Seattle, St. Louis and Los Angeles (Anaheim). Some travel required. Not a sales position. Beginning salary commensurate.

Write for application information to: Director, Midas Rex Institute, 2929 Race St., Fort Worth, TX 76111-4134. New applicants only, please.

Introduction describing one's current inter-east, curriculum vitae, and three leiters of recommendation should be used to Vernon A. Nelson, Department of Biolony, Search #92-44, SCSU, 301 Creacent Street, New Haven, Connecticut 06315, by September 25, 1992, SCSU is an Affirmative Action, Equal Opportunity Employer.

Biology: The Department of Biology invites applications for a full-time faculty tenure track position. Applicants must have a Doctorate in Microbiology with a solid background in Genetics. The successful candidate is expected to teach General Microbiology and Genetics and an upper level course in Virology and Tissue Culture. Cologa teaching experience is desirable: advanced training and/or research experience in Virology and Tissue Culture is essential. Latter of application, curriculum viteo, and three beliefs of recompendations without the colorate of the colorate in the colorate of the colorate in the colorate of the colorate o



#### **University of Otago** Te Whare Wananga o Otago

New Zealand

#### LECTURESHIP IN GEOGRAPHY (PLANNING

Applications are invited for a Lectureship in the Department of Geography from Individuals with compotence in the broad area of Planning. The Department is particularly interested in receiving applications from those with teaching and research expertise in one or more of the following fields: environmental planning environmental studies and the developmental problems of indigenous peoples. Preference will be given to applicants with proven competence in one or more of these fields as well as experience in the application of computational and statistical methods to research in Planning and Geography (including Geographic Information Systems). Candidates should specify the range of their teaching and research interests.

teaching and research interests.

The person appointed will teach the core Planning paper PLAN412
"Evaluation and Assessment Methods in Planning" (currently biophysical and social impact assessment), and one paper in the Geography programme. The appointee will also be required to supervise student research projects in Geography and Planning and to participate in the residential Planning field school. It is anticipated that responsibilities to the Planning and Geography programmes will be 60% and 40% respectively. Candidates should have completed the PhD. A record of practical consultancy or work experience in the public sector will be an advantage. The person appointed will be expected to pursue, stimulate and supervise research in his or her field(s) of expertise. The current salary range is \$NZ37,440 - \$NZ49,088 per annum, with a bar at \$NZ45,448.

The position is available from 1 December 1992. It is hoped that

The position is available from 1 December 1992. It is hoped that the successful applicant will be able to commence duties not later than 1 February 1993.

Further information is available from the Registrar, University of Otago, P.O. Box 56, Dunedin, New Zealand (Pax (64) (3) 474-1607), with whom applications quoting reference number A92/58 close on 15 September 1992.

Equal opportunity in employment is University policy.

t the principal investigator in the prepa-lon of reports, manuscripts, and re-uch proposals. Tesching is required, as galary is \$22,202.00-226,000.00 per 4. Please sood resume by August JI. 92 to Goorsis State University Employ-nt, Suite 346, Park Place South, Alian-Ocorpia 30303. Georgia State Universi-a unit of the University System of Geor-a, is an Allimative Action, Equal Oppor-

#### A CHAIR IN PAEDIATRICS

School of Medicine

#### (Carrying with it Headship of the Department) Department of Paediatrics Vacancy UAC, 202 Closing date: 16 September 1992,

Applications are invited for the Chair in Paediatrics which becomes vacant following the retirement of Professor P D Gluckman.

The Chair carries with it the Headship of the Department for an initial period of five years, further tenure of the headship normally being reviewed at the end of that time. The Professor of Paediatrics will be responsible for all aspects of the promotion and leadership of academic Paediatrics, including clinical Paediatrics, research and teaching at all levels. A maximum of 5/10ths clinical service with a conents of the Northern Regional Health Authority under the terms of a joint agreement with the University may be

Applicants must hold a medical qualification registrable in New Zealand and a recognised postgraduate qualification in Paediatrics, and have a strong research record in that field.

Commencing salary will be established within the range NZ\$102,960 -

Closing date: 16 October 1992.

#### LECTURESHIP/ SENIOR LECTURESHIP NON-MEDICAL) IN PATHOLOGY

Department of Pathology Vacancy UAC.194

The Department of Pathology has a vacancy for a person experienced in academic pathology. The School of Medicine is expanding its leaching invarious health disciplines and the Pathology Department is participating fully in these.

Applicants are expected to have an appropriate post-graduate qualification, and a proven record of teaching and research in cell and tissue pathology. Possession of research interests of relevance to the needs of non-medical health disciplines would be an advantage.

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum (Lecturer), and NZ\$52,000 - NZ\$60,994 (Senior

Closing date: 30 September 1992.

#### Blam School of Fine Arts

A CHAIR

#### Vacancy UAC.201

The Blam School of Art and Design opened in 1890 and in 1950 became part of the University of Auckland. Degree courses have been offered since 1967 and the current roll consists of approximately 180 students, 14 academic staff, 4 technical staff and 2 administrative staff.

Following an extensive review of the School it has been agreed that the intake of first-year students should double from 50 to 100 in 1993, and that the roll of the School should rise to approximately 375 by 1996 with an appropriate increase in staff and accommodation. This Chair is a new one created in response to the recommendations of the Review Committee that additional staff be provided.

Applicants should have an advanced degree and have a demonstrated record of academic achievement or professional activity in one or more aspects of relevance to Fine Arts. They should have a record of successful teaching, (preferably in a tertiary institution) of professional practice and administrative experience in an Arts or Arts-related field. Skills in leadership, communication, and interpersonal relations are also seen as being important.

Commencing salary will be established within the range NZ\$80,080 - NZ\$94,840 per annum.

Closing date: 23 October 1992.

#### A LECTURESHIP/ SENIOR LECTURESHIP

(First-Year Supervisor) Vacancy UAC.182

18 18 a new position. Following an extensive review of the School it has been agreed that the intake of first-year students should double from 50 to 100 from 1993, and that the roll of the School should rise to approximately 375 by 1996 with an appropriate increase in staff and

The successful applicant will be responsible for running the Studio I programme, the function of which is to introduce students to the range of activities which comprise studio at Elam, and to prepare students for advancing. Responsibilities will include active participation in teaching the programme, coordination and supervision of other states. of other staff and, from time to time, teaching in other sections of the

Applicants must be practising artists or designers qualified by training and experience. They should have an established record of exhibiting or essional practice, and teaching at tertiary level.

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum (Lecturer), and NZ\$52,000 - NZ\$60,994 per annum (Senior Lecturer)

#### Department of Sociology

TWO LECTURESHIPS IN

### SOCIOLOGY

#### Vacancy UAC.181

Applications are invited from women and men for two newlyestablished lectureships in Sociology (PhD or equivalent), a significant research record, and some teaching experience. Applications are sought particularly from candidates with expertise in one or more of the ollowing areas: sociology of gender; social policy; Asian sociology; sociology of Pacific Island societies. It is expected that those appointed will demonstrate a research commitment to Asia, the Pacific, or New Zealand society. Successful candidates will teach undergraduate and/or graduate papers in their specialist areas, but also will be expected to teach in the broad Sociology programme and should indicate other teaching interests. It is expected that successful candidates will demonstrate a research commitment to Asia, the Pacific, or New Zenland society. Commencing salary will be established within the range NZ\$37,440 -

Closing date: 14 September 1992.

### School of Engineering

#### ASSOCIATE-PROFESSORSHIP IN BIOCHEMICAL ENGINEERING

Department of Chemical & Materials Engineering Vacancy UAC.199

This is a new position. The Department offers an accredited degree in Chemical and Materials Engineering and a second degree in Metallurgical and Materials Engineering. Currently, the Department's related rescarch activities include the following: aspects of transfer phenomena and separation processes, high temperature, electrochemical engineering non-metallic materials processing, heat transfer and heat exchanger design, pulp and paper science and technology, and a strong research activity in materials engineering. The appointer will be expected to provide leadership in Biochemical Engineering in both teaching and

Candidates are expected to have a strong reputation in a field of Bluchemical Engineering research and have a higher degree, (PhD or equivalent), in Chemical Engineering or Biochemical Engineering. lecause it is a senior appointment, membership of an appropriate professional institution is expected.

Commencing salary will be established within the range NZ\$69,680 -NZ\$75,920 per annum.

Closing date: 30 September 1992.

#### LECTURESHIP IN OPERATIONS RESEARCH

#### Department of Engineering Science Vacancy UAC.183

The interests of the Department are in the mathematical and computational modelling of engineering problems and related industrial and business problems. At present the two major specialities of the Department are Operations Research and Continuum Mechanics. The Department's Operations Research group, in collaboration with the Department of Mathematics and Statistics and the Department of Management Science and Information Systems, has established a number of very successful undergraduate and graduate papers. It has also developed an international research reputation, particularly in areas of optimization, scheduling, corporate planning and almulation. The Department has responsible teaching mathematics to all engineering students, organising and teaching the degree course in Engineering Science and also tea some of the operations research and applied mathematics papers for

science students Applicants should be suitably qualified with a postgraduate or resea degree and/or professional experience in an area of Operation arch. Applicants should also be capable of contributing to undergraduate courses in computational techniques and general engineering

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum.

Closing date: 28 September 1992.

#### Department of English

#### A LECTURESHIP IN ENGLISH LINGUISTICS

#### Vacancy UAC.190

Applicants should have a PhD degree (or equivalent) and some experience of university teaching. Applicants should be able to teach the phonology, syntax, and semantics of English at undergraduate level and should have an interest in one or more of the following fields at advanced level: phonology, semantics/pragmatics, sociolinguistics, applied linguistics. The ability to contribute to English Department courses in fields additional to those specified may also be an advantage.

Commencing salary will be established within the range NZ\$37.440 -NZ\$49,088 per annum.

Closing date: 22 September 1992.

#### A LECTURESHIP IN MODERN LITERATURE: DRAMA & THEATRE STUDIES

Vacancy UAC.189

Applicants should have a PhD degree (or equivalent) and some experience of university teaching.

The successful candidate will be able to extend the Department's teaching in nineteenth and twentieth century drama and/or in thentre studies and contribute to a range of literary courses. Qualifications in American fiction and/or some practical theatre experience would be

The ability to contribute to English Department courses in fields additional to those specified may also be an advantage.

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum.

Closing date: 22 September 1992.

#### A LECTURESHIP IN FILM & TELEVISION STUDIES

Vacancy UAC.188

The Department is seeking a well qualified candidate with broad interest

Applicants should have PhD degree (or equivalent) and some experience of university teaching. The ability to contribute to English Department courses in fields additional to those specified may be an advantage.

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum.

Closing date: 22 September 1992.

#### Department of Anthropology

#### A CHAIR IN SOCIAL ANTHROPOLOGY

#### Vacancy UAC.196

Applicants must have appropriate advanced academic qualifications and should be experienced university teachers actively engaged in research with a substantial publishing record. Special consideration may be given to candidates with a particular interest in the South Pacific and/ or New Zealand regions.

It is expected that the person appointed will play a leading role in furthering teaching and research within the Department and will con-tinue and develop the already strong research activities that have been built up over recent years. He or she will be expected to encourage research and provide leadership in the field of Social Anthropology

Commencing salary will be established within the range NZ\$80,080 -NZ\$99.840 per annum.

Closing date: 30 October 1992.

Further information, Conditions of Appointment and Method of Appli-

cation, should be obtained from the Assistant Registrar, Academic neats, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone (64) 9 373-7999, fax (64) 9 373-7454.

Please quote relevant Vacancy Number in all correspondence. Three copies of applications should be forwarded to reach the Registrar

by the closing date specified. W B NICOLL, REGISTRAR,

An Equal Employment Opportunity Employer



### **DEPUTY VICE-CHANCELLOR**

The person appointed to this new position of Deputy Vice-Chancellor of Lincoln University will have the challenge of assisting the Vice-Chancellor in providing academic leadership in the fastest growing University in New Zealand, Lincoln University has a prestigious history of achievement spanning 113 years and now teaches to doctoral level in the subject areas of commerce, management, primary production and natural resources, science and engineering and social sciences. The student roll currently stands at 3000 EFTS with an expectation of continuing rapid growth. The total staff establishment is approximately 700.

As a key member of the Senior Management Team, the Deputy Vice-Chancellor will be the Senior Manager responsible to the Vice-Chancellor for the following functions:

- academic planning and co-ordination
- · academic initiatives and standards
- management, professional development and appraisal of academic heads of department
- equal opportunity in education
- deputising for the Vice-Chancellor

The appointee will possess appropriate postgraduate qualifications and be able to demonstrate significant achievements and experience both as an academic (in any discipline) and as a manager at a senior level. Well developed organisational, planning and Interpersonal skills as well as an ability to provide management that facilitates the co-operation of diverse groups in meeting organisational goals is essential. A working knowledge of quality management principles would be an advantage.

When appropriate, the title of Professor of the University will be held while occupying this position. An excellent remuneration package is offered to attract the high calibre of Individual required to fill this

demanding role. Appointment will be on a three to five year contract with the possibility of renewal. The University reserves the right to make enquiries

of any person regarding any candidate's suitability for appointment, not to make an appointment or to appoint by invitation at any stage.

information on application procedures and further particulars may be obtained from the Personnel Registrar, P O Box 94, Lincoln University, Canterbury, telephone (64)(03) 325-2811, facsimile (64)(03) 325-2965. Confidential enquiries may be made to either the Vice-Chancellor, Professor Bruce Ross, or the Registrar, Allan Sargison, email: sargison@lincoln.ac.nz. Written applications will close on 16 September 1992.

Lincoln University is committed to a policy of equal opportunity in education and employment.

Garden. Revised Announcement: The University of California Botanical Garden. Garden, its deather an excession of California Botanical Garden, its cooking an academic appointer to serve as Director (Announcement: The University of California Botanical Garden, its cooking an academic appointer to serve as Director (Announcement of California Botanical Garden, its continuous control and its staff. Managerial rearronsibilities facied budget development, programmatic coordination, facilities oversatin, master planning of both program and carriant properties of the program of the staff, and the carrier position. The Botanical Garden occupies 34 arres, has collections of over 16,000 living accessions, with 24 baddings encompassing scenity 23,000 accurate feet. The bridget is accitect of the carrier o

**EMORY BUSINESS** 

#### Organization and Management

The Organization and Management Area of the Emory Business School is seeking to fill three tenure-track positions this year. Two positions are in the field of Organizational Behavior and Human Resource Management and one position is the field of entrepreneurship.

The Emory Business School is an integral part of Emory University, a private institution founded in 1836, which is situated on a large wooded campus in the heart of the Atlanta metropolitan area, Approximately 9.000 students, over half of whom are graduate students, are enrolled ut the University. Although relatively small in size. Emory has been consistently rated among the top 25 national universities in recent polls of university presidents.

poils of university presidents.

Interested candidates should have a strong record of, or considerable promise for, quality and innovation in research and teaching and are expected to have an earned doctorate prior to faculty appointment. Candidates for the Organizational Behavior/HRM position may have active research programs in any number of research fields. These candidates should he prepared to teach survey and elective courses in organization behavior and organization theory. Candidates for the entrepreneurship position should have active research programs in entrepreneurship or related fields such as innovation or technology management. Entrepreneurship candidates should have experience in teaching survey and elective courses in this area, regardless of research interests. Appointments may be made at any level depending upon qualifications; however, preference will be given to assistant and associate professors. Salary will be competitive. The Emory Business School is an Equal Opportunity, Affirmative Action employer.

Candidates should send a current vita, samples of research and teach

Candidates should send a current vita, samples of research and teaching activities, a statement of research and teaching interests, and three letters of reference to Professor Robert Drazin, Chair, O&M Search Committee, Emory Business School, Atlanta, GA 30322; Tel. (404)727-7828. The cutoff date for the search is November 15, 1992.

#### **Clark Atlanta University FACULTY POSITIONS School of Arts and Sciences**

Chair/Associate Professor

Department of Speech Communication and Theater Arts

Strong leadership skills, able to teach general courses in Speech Communication. Ph.D. in Communication with training and teaching expertise in persuasion, cross-cultural and organizational communication.

Assistant Professor/Technical Director

Training and minimum of three years' experience in design and scenery construction. Be able to teach design courses; coordinate laboratory hours; maintain and supervise theater, CAU-TV equipment and scene shop. MfA in Theater.

Assistant Professor Department of Mass Media Arts

Training and qualifications to teach courses in writing and reporting, news editing and newspaper production. Ph.D. in journalism preferred. M.A. considered. Professional experience in print journalism necessary, university experience dealers.

Industry and college-level teaching experience, able to teach courses in production and writing for broadcasting and film, media criticism, history and management. Ph.D. preferred.

Starting date: August, 1992. Positions are tenure track and will remain open until filed. Submit letter of application, graduate transcript(s), resumés and three letters of recommendation to: Dr. Gloria James

Communication Arts Clark Atlanta University James P. Brawley Drive at Fair Street, SW Atlanta, GA 30314

Clark Atlanta University is an equal opportunity Employe

tions available will depend upon badget yet to be approved. Appointments will begin in the fall term 1993. Candidates with other Ph. D. or D&A and with combination teaching and research interests are preferred. Salaries are competitive and commensurate with experience and qualifications. Academic areas in the College within which positions may be available are: Accountine, Boonomics, Banking, Finance, insurance, Real Estate, international Business, Strategia Management, Human Resources and Orasnizational Behavior, Operations Management, Management information Systems, and Marketins. The College of Business Administration offers both understandard and graduate programs of study with a current faculty programs of study with a current faculty programs of study with a current faculty of south Carolina, Cobambis, South Carolina, Cobambis, South Carolina, 2230s. The University of South Carolina, Cobambis, South Department of Lucker, Search Committee, Department of Carolina, 2230s. The University of South Barton of South Carolina, Cobambis, South Department of Carolina, 1970.

Stionilist. The successful candidate must be able to independently develop methods for the labelaton, suffication and structure determination of oligenecharides and besterial polysacharides. Methods will emphasize verious modes of Chromatography (normal, reverse plase and lone-densable combined with two-dimensional nuclear magnetic resonance spectroscopy (2D. NMR), especially heteronuclear multi-dimensional techniques. Other duties, should supervise and train undergraduale and madasta students. Applicant should hold the Ph.D degree in both hemistry or chemistry and demonstrate strong background in high field NMR instruments. Salary 320,000 per sanura. Send copy of at and fesured for Department of Employment and Publing, Room 212, 1100 North Entawalers 19150167.

Community Services Program Develorer, Northern Virginia Community College, Alexandria Campus. Pull-time, 12-month faculty rank administrative position. Responsible to Director of Continuing Education. Plans, develops, sign function Education. Plans, develops, sign functions and evaluates the post-credit program. Menages a large stiff and 100% functions of Menages a large stiff and 100% functions in adult education or related field required. Skills in communications the development of the computer networking publishers; marketing: proposal artillas; training dealan and apolication. High energy level; experience in business or management of self-supporting education programs; knowledge of local community and Community College operations are desarted assay range; 33,717-84, Refer to Position #FA371 and send application or resums to be received by August 28, 1992 to NVCC Human Resources Office, 401 Wakefield Chapel Road, Annandale, Virgina 22003. Effective as soon as possible.



#### **University of Otago** Te Whare Wananga o Otago

New Zealand

The Chronicle of Higher Education • August 12, 1992

#### LECTURER IN EDUCATION

Applications are invited for the position of Lecturer in the Department of Education. The Department currently includes 17 academics and backgrounds in a range of foundation disciplines. It offers academic undergraduate and graduate degrees in Education, contributes to teacher preparation, and trains counsellors and educational psychologists. The Department seeks to appoint a person in Curriculum Studies, including practical issues in teaching, learning, and curriculum development. Applicants should possess a post-graduate research degree or other suitable qualifications, and should be able to relate their work to one or more of the following: Sociology and social theory; philosophy; psychology; feminist theory and Women's Studies; bi-cultural and multi-cultural education; inclusive education; policy studies and economics; mathematics, science and technology education. and multi-cultural education; inclusive education; policy studies and economics; mathematics, science and technology education. Practical experience in curriculum development and/or teaching could be an advantage. The successful applicant will be expected to engage in research, teach in the Department's undergraduate and graduate programmes, and contribute to teacher preparation. Initial appointment will be at an appropriate step on the lecturers salary scale \$NZ37,440 - \$NZ45,448 per annum, according to qualifications and experience. Exceptionally qualified candidates may be considered for appointment at a higher level. Specific inquiries may be directed to Associate Professor Joe Diorio, Department of Education, University of Otago, (Pax 64)

Specific inquiries may be directed to Associate Professor Joe Diorio, Department of Education, University of Otago, (Fax (64) (3) 479-8349), and further information is available from the Secretary-General, Association of Commonwealth Universities (Appointments), 36 Gordon Square, London, WC1HOPF, or from the Registrar, Mr D.W. Girvan, University of Otago, P.O. Box 56, Dunedin, New Zealand (Fax (64) (3) 474-1607).

Applications quoting reference number A92/49 close with the Registrar and in London on 14 September 1992.

#### LECTURER OR SENIOR LECTURER IN WOMEN'S STUDIES

Applications are invited for a newly established position of Lec-turer or Senior Lecturer in Women's Studies. Applicants should have a strong record of research achievement and an ability to contribute to innovative leaching programmes. Area of speciali-sation is open, although preference may be given to applicants with research interests in New Zealand society. Women's Studies was established as a discipline in the University

Women's Studies was established as a discipline in the University in 1990 and is expanding. Courses are currently taught at the second and third year levels. Women's Studies courses are also taught from the Departments of Classics, Education, English, French, History, Maori, Religious Studies, Russian Studies and the Paculty of Theology. Links exist with other departments in the Divisions of Humanities, Health Sciences and Sciences. In addition to teaching duties the successful applicant will be expected to maintain an active research programme and to contribute to maintain an active research programme and to contribute to

Salary: Lecturer NZ\$37,440 - NZ\$49,088 per annum
Senior Lecturer NZ\$52,000 - NZ\$60,944 per annum
Enquiries may be made to the Convenor of the Advisory Committee on Women's Studies, Dr M-E Pipe, electronic mail
sycomep@otago.ac.nz, facsimile (64) (3) 479-8335 or telephone
number (64) (3) 479-7621.

Further particulars are available from the Registrar, University of Otago, P.O. Box 56, Dunedin, New Zealand (Iacsimile (64) (3) 474-1607), with whom applications quoting reference number A92/55 close with the Registrar, on 15 October 1992.

#### LECTURESHIP IN LINGUISTICS

Applications are invited from suitably qualified men and women for a position in Linguistics at the University of Otago. The successful applicant will be responsible for teaching core courses in phonetics and phonology as part of the evolving linguistics programme. The appointee should have a demonstrated commitment to research evidenced by a PhD degree, or near completed PhD, in descriptive linguistics. The ability to teach current developments in phonological theory would be an advantage. The current salary range is NZ\$37,440 - NZ\$49,088 per annum with a bar at NZ\$45,448.

The position is available from 1 February 1993, and it is hoped that the successful applicant can assume duties as close as possible to

ence A92/50 close with the University of Otago, P.O. Box 56, Dunedin, New Zealand on 21 October 1992.

Equal opportunity in employment is University policy.

Computer/Hectrical Engineering: Weatern Michigan University. Computer Engineering and Design, Control Systems and Design, The Department of Electrical Engineering invites applications for several anticosted tenure-track faculty positions at the Assistant/Associate/Full Professor levels, Preferred applicants must 1) have an earned Ph.D. in Computer Engineering. Electrical Engineering, or the equivalent, 2) specialize in computer architecture, lord design, disital electronics and real-time embedded systems or in applied control systems, and 3) have industrial-level design experience. Responsibilities lactude graduate and undergraduate teaching, curricular leadership, and research. Senior faculty applicants about designsstrate experience in applied angineering design. Western Michigan University is located in Kelamaxoo, Michigan and has supproximately 26,000 students; it is one of the state's five gradu-

nie intensive univarsities and is designated a Carnegie Doctoral i university. The Department offers two EAC/ABET accredited undergraduate degrees (Computer Systems Engineering and Electrical Engineering) and a growing graduate program. We are especially looking for experienced computer engineers and control engineers who city teaching and would like to participate in building a design-oriented graduate program in computer and systems engineering. Please send detailed résumé and the names of three references to Dr. Thomas F. Pairkowski, Chair, Department of Electrical Engineering, Western Michigan University, Kalamazoo, Michigan, 4908-5066 or platitowski@gww.wnich.edu. Apolications will be accepted until the position is filled; we hope to fill some of the positions for January, 1933. Western Michigan University is an equal opportunity, affirmative action employer.

Department of Management Science & Information Systems School of Commerce & Economics

#### LECTURESHIP SENIOR LECTURESHIP IN INFORMATION TECHNOLOGY

& the Graduate School of Business

Vacancy UAC.187

The University of Auckland invites applications from qualified individuals to fill a position at the Lecturer or Senior Lecturer level in Information Technology in the Department of Management Science and Information Systems. Preferred areas of specialisation for candidates are application of telecommunications in information systems, and data communication systems.

The successful oppointee will be expected to teach and do research in information technology. The teaching assignments will be at the undergraduate level at the University's new Tamaki Campus and graduate level at the City Campus. The appointee must be able to work collaboratively within the Department and with members of the other departments concerned with information technology within the University, such as Computer Science and Electrical and Electronic Engineering.

The successful candidate should have a doctorate in a relevant subject. Teaching and industry experience are highly desirable. Evidence of research output or research potential is required. Individuals with qualifications below a doctorate will be considered provided that they can bring to the programme exceptional teaching or industrial or research experience or potential.

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum (Lecturers), and NZ\$52,000 - NZ\$60,994 per annum (Senior Lecturers). Closing date: 28 September 1992.

#### LECTURESHIP SENIOR LECTURESHIP IN OPERATIONS RESEARCH

#### Vacancy UAC.185

The University of Auckland invites applications from qualified individuals to fill a position at the Lecturer or Senior Lecturer Level in Information Systems in the Department of Management Science and Information Systems, Preferred areas of specialisation for candidates are Simulation, Scheduling, Inventory or Heuristics,

The successful appointee will be expected to teach and do research in information systems. The teaching assignments will be at the under-graduate level at the University's new Tumakl Campus and graduate level at the Chrycersny's new Tunast Campus and grauduc-level at the City Campus. The appointee must be able to work collabora-tively within the Department and with members of the other departments concerned with information technology within the university, such as Computer Science and Electrical and Electronic Engineering.

The applicant should have a doctorate in a relevant subject. Preferred areas of specialisation are systems analysis and dambase systems. Teaching and industry experience are highly desirable. Evidence of research output or research patential is required. Individuals with qualifications below a doctorate will be considered provided that they can bring to the programme exceptional teaching or industrial or research experience or potential.

Commencing Salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum (Lecturer), and NZ\$52,000 - NZ\$60,994 per annum (Senior Lecturer).

Closing date: 28 September 1992.

#### LECTURESHIP/ SENIOR LECTURESHIP IN INFORMATION SYSTEMS

#### Vacancy UAC.184

The University of Auckland invites applications from qualified individuals to fill a position at the Lecturer or Senior Lecturer Level in

The successful appointee will be expected to teach and do research in Information systems. The teaching assignments will be at the under-graduate level at the University's new Tamaki Campus and graduate evel at the City Campus. The appointee must be able to work collaboralively within the Department and with members of the other departments concerned with information technology within the university, such as Computer Science and Electrical and Electronic Engineering.

The applicant should have a doctorate in a relevant subject. Preferred areas of specialisation are systems analysis and database systems. Teaching and industry experience are highly desirable. Evidence of research output or research potential is required. Individuals with qualifications below a doctorate will be considered provided that they can bring to the appropriate analysis and leaching or industrial or can bring to the programme exceptional teaching or industrial or research experience or potential.

Commoncing Salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum (Lecturer), and NZ\$52,000 - NZ\$60,994 per annum (Senior Lecturer).

Closing date: 28 September 1992.

#### Department of History

#### A LECTURESHIP IN MODERN EUROPEAN HISTORY

Vacancy UAC.191

The History Department wishes to make an appointment in modern European History. We are looking for applicants with a speciality in either late eighteenth, nineteenth century French history or in twentieth century Russian history. The successful applicant would be required to contribute to the first year teaching of twentieth century European history and to develop courses in his or her specialist area at a higher level. Applicants should have a PhD and some teaching experience at University level would be an advantage.

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum.

Closing date: 23 September 1992.

#### A LECTURESHIP IN AMERICAN HISTORY

Vacancy UAC.204

The History Department wishes to make an appointment in the area of American history. It is looking for applicants with research experience in the fields of colonial history or the history of the early Republic. Applicants should have a PhD and teaching experience at a University would be an advantage. This position is available for a three year term; an appointment may be made for one year, renewable for two further years or for three years, subject to negotiation. Starting date would be

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,0x8 per aunum.

Closing date: 23 September 1992.

#### A LECTURESHIP

Vacancy UAC.192

The Department has a new position and wishes to appoint is twentieth century New Zealand history from 1 February 1993. We are looking for applicants with research experience in the fields of women's history, labour history or political history. Applicants should have a PhD and teaching experience at University level would he an advantage. The successful candidate will be expected to ontribute to the existing teaching programme in New Zealand history and to develop new papers on twentleth century New Zealand

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 per annum.

Closing date: 23 September 1992.

#### Division of Science

#### A CHAIR IN ENVIRONMENTAL MANAGEMENT

#### Tamaki Campus Vacancy UAC.198

To cater for increasing demand for university places in Auckland the University has decided to develop a new campus at Tamaki on a site 12 km from the Main Campus which is close to Auckland's city centre. Teaching commenced in 1991 with a stream of Bachelor of Commerce students and it is intended to start arts and science teaching in 1993. Ultimately Tamaki Campus will offer research and teaching programmes in a wide range of Arts, Commerce, Science and Technology and will provide places for approximately 7000 students.

The University wishes to appoint candidates who are not only strong in their own fields but are also interested in developing a new institution and giving it a distinctive character within the University of Auckland raity of Auckland

Candidates should preferably have a higher Science degree in Biology, geography or geology, a distinguished research record and relevant experience in environmental management. The University is prepared to consider candidates in other disciplines where they have a strong research background and experience which is particularly relevant to environmental management.

The successful candidate will be responsible for the BSc program in environmental management and will be expected to develop research and postgraduate studies as the campus develops. The degree programme will have a strong scientific core supported by elements concerned with the commercial and legal aspects of environmental management. The ability to liaise effectively with government agencies and with the industrial and commercial se

Commencing salary will be established within the range NZ\$80,080 -NZ\$99.840 per annum.

Closing date: 30 September 1992.

#### Department of Mathematics and Statistics

A CHAIR IN

#### PURE MATHEMATICS

Vacancy UAC.197 Applications are invited for a Chair of Pure Mathematics. The successful applicant will have an outstanding academic and research background in some branch of Pure Mathematics with personal qualities and expe-

rience which will enable her/him to contribute significantly to the continuing development of Pure Mathematics at Auckland both in research and teaching.

This position, is one of four established Chairs in the Department of Mathematics and Statistics, two being in Pure Mathematics and one in euch of Applied & Computational Mathematics and statistics. Three other staff hold Personal Chairs. The Department has research strength in a number of areas of Pure Mathematics, including logic, group theory. discrete mathematics, finite geometry, functional analysis, summability

theory, complex analysis, quasiconformal analysis, topology and differ-

ential equations. The Department of Mathematics and Statistics at the University of Auckland is the largest Department of the largest University in New Zealand. It is in the process of boosting its graduate student enrolments. The Department has an undergraduate computing laboratory currently being enlarged and has a collection of Macintosh microcomputers and Sun workstations. The Pure Mathematics collection of periodicals in the University Library is the best in the country and includes a number of journals obtained by exchange with the New Zeoland Journal of Mathematics (formerly known as the Mathematical Chronicle), produced locally in collaboration with the New Zealand Mathematical Society.

Commencing salary will be established within the range NZ\$80,080 -NZ\$94,840 per annum.

Closing date: 20 November 1992.

#### A LECTURESHIP/ SENIOR LECTURESHIP IN POTAL QUALITY MANAGEMENT

Statistics Unit Vacancy UAC, 180

implementation of Total Quality Management (TQM), together with a good teaching record and research interests in statistical aspects of TQM. The Department welcomes applicants who have at least some of e qualities. Appointing more than one person on a part-time basis is

The successful applicant will be required to undertake research and develop close relationships with industry.

Commencing salary will be established within the range NZ\$37,440 -NZ\$49,088 perannum (Lecturer), and NZ\$52,000 - NZ\$60,994 (Senior

Closing date: 30 September 1992.

#### Department of Philosophy A CHAIR IN PHILOSOPHY

Vacancy UAC.195

The University seeks applications from candidates of high academic standing who have qualifications, experience and ability to provide strong academic leadership within the Department. Besides being experienced in University teaching, applicants are expected to be active in research and have a substantial record of research publications. Candidates should state fully the fields of Philosophy within which their particular academic and research interests lie.

The Department offers a full range of courses from Bachelors to Doctoral level, with an enrolment approaching 2000.

Besides being experienced in University teaching, applicants are expected to be active in research and have a substantial record of research and Commencing salary will be established within the range NZ\$80,080 -NZ\$94,840 per annum.

Closing date: 30 November 1992.

Further information, Conditions of Appointment and Method of Appli-

tments, The University of Auckland, Private Bag 92019, Anckland, New Zealand, telephone (64) 9 373-7999, fax (64) 9 373-7454. Please quote relevant Vacancy Number in all correspondence.

cation, should be obtained from the Assistant Registrar, Academic

Three copies of applications should be forwarded to reach the Registrar by the closing date specified. W B NICOLL, REGISTRAR.

An Equal Employment Opportunity Employer



UNIVERSITY OF WESTERN SYDNEY Nepean

Faculty of Humanities and Social Sciences PROFESSOR IN ASIAN STUDIES (Tenurable)

Position No: 145/92

A new position has been created in the Faculty of Humanities and Social Sciences to develop the Asian Studies program at UWS Nepean. A broad Asian Studies approach has been initiated in Asian history and Asian cultural studies, while Japanese and Chinese studies (from 1993) form the basis of the Faculty's present Asian language teaching program. Asian Studies is integrated with, and reinforces, the existing strengths of the Faculty in communication, media, cultural studies, literary studies and history.

The Faculty has recently established a Research centre for Intercommunal Studies and is closely associated with the work of the Women's Research Centre.

It is expected that the appointee will be a scholar of high academic achievement who can demonstrate a substantial record of success in teaching and research. The appointee will be or success in teaching and research. The appointed will be expected to extend the scope of the current program, and to develop the undergraduate honours year and postgraduate research in the Faculty's East Asian Studies program.

The Faculty is particularly interested in receiving applications from persons with teaching and research interests in one or more of the following areas: Asian History; the media, popular culture or cultural studies in Asia; Asian literary studies; intercommunal studies or women's studies relating to Asia.

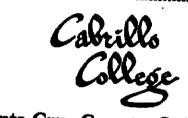
A salary of \$A77,900 per annum will be offered (Professorial A salary of \$A77,900 per annum will be offered (Professorial level). Benefits include superannuation, study leave, and assistance toward relocation and removal expenses. Further information can be obtained from Professor Harry Irwin, Dean, Faculty of Humanities and Social Sciences on 61 2 678 7373 or Fax 61 2 678 7399. A package of information relevant to the position is available from the Appointments Officer 61 47 36 0370.

Applications in triplicate stating full personal particulars (including work and home addresses, telephone and facsimile numbers), qualifications and experience should reach the Appointments Officer, Human Resources Division, UWS Nepean, PO Box 10, Kingswood, NSW 2747, AUSTRALIA by 11th September, 1992, Fax No. 61 47 36 0327.

Applicants should also arrange for three referees to submit a report in confidence direct to the Appointments Officer by the closing date.

UWS Nepean reserves the right not to make an appointment to this position.

An Equal Opportunity Employer



#### Santa Cruz County, California ANNOUNCES FACULTY POSITION

We are searching for faculty to join our dedicated community of faculty and staff. We are sealing energetic, flexible, innovative individuals who wish to join and grow with one of the most highly-respected community colleges in Cellifornia.

Commanding a sweeping view of Monterey Bay, Cabrillo College serves a diverse district which includes the rich agricultural Pajaro Valley and the vibrani university community of Sania Cruz. The College is particularly interested in minority applicants wishing to help serve our increasingly diverse college

If you are interested in joining a special community of faculty and stall, please contact the Cabrillo College Personnel Dept., 6500 Soquel Dr., Aptos, CA 95003; (408) 479-6217 for further information and required applications. TENURE TRACK FACULTY POSITION AVAILABLE: Extended Opportunity Program and Services Director EMPLOYMENT CONTINGENT ON FUNDING AND GOVERNING BOARD APPROVAL AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Computer information Sciences Search Ex-tended, State University of New York, Callese of Cortland, Associate Vice Presi-dem for Information Resources, Library Telescommunications, Computer Center, Controller and President for Business and Flance in Corporate Resources, Computer Center, Controller and Plance in

college of Cortland. Associate Vice President for Information Resources. Library Telecommunications. Computer Ceater. Learning Resource Ceater. Pigute age our disrilay ad in this issue.

Computer Services: Courseware Development Specialist. Tulane Computing Services accounting and reporting, accounted selected business and financial functions including financial and resources. Individual to coordinate development of instructional software. Responsibilities Lealneds supporting courseware development projects, researching computer resources, and supervising student programmers. Balanders's degree; proficiency with Maciatosh and IRM hardware and peripherals; experience or master's degree and eight hardware and peripherals; experience or master's degree and eight experience, user interface design; excellent verbal and written communication saids; familiarity with networks, shared computer systems, and exacteric settins. Send complete packet of fetter of applications and resources. Uptown Square. 200 Broadway—Suite 318, New Orleans, Lpulsians 70118. Tulane University is an AAI EOR.



#### JAMES L. KNIGHT PROFESSORSHIP

The School of Communication at the University of Miami seeks an exceptional scholar for its Knight Chair.

exceptional scholar for its Knight Chair.

At this time the James L. Knight Professorship is being committed to research and teaching about international Journalism and the flow of communication between North and South America, with special attention to print Journalism. Specifically, the School of Communication is aiming to expand its programs to encompass additional focus on the journalistic links between these two regions, and the education of journalists whose reporting flows between these regions. Therefore, the School is seeking a scholar to help facilitate this development. The occupant of this Chair will work with students and professionals, not only in courses but through special projects including those of the University's North-South Center. Funds for travel and other support will be provided.

Each candidate should send a complete letter, résumé, a fuil statement on use of the Chair, and names of at least three references and other supporting materials to Paul Steinle, School of Communication, University of Miami, P. O. Box 248127, Coral Gables, Florida 33124-2030. Applications will begin to be reviewed October 1, 1992.

The University of Miami is a private, nonsectrian university with an enrollment of 14,000 students. The School of Communication has 1,000 graduate and undergraduate students in five academic programs. The School is located on the university's main campus in Coral Gables, a beautiful suburb of Miami.

The University is an equal opportunity, affirmative action employer and encourages applications from minorities and women.

#### ASSOCIATE OR FULL PROFESSOR/ INFECTIOUS DISEASE EPIDEMIOLOGIST

#### **UNIVERSITY OF MINNESOTA**

The Division of Epidemiology, School of Public Health, University of Minnesota, seeks a full-time tenure-track Associate Professor or tenured Full Professor for its infectious Disease Epidemiology program. Specific requirements for the position are: 1) Ph.D. In Epidemiology, or 2) MD with MPH or Ph.D. In Epidemiology, or 3) DVM with MPH or Ph.D. In Epidemiology, and 4) experience in human infectious disease epidemiology. The primary criteria for appointment are a relevant publication record in peer-reviewed journals, demonstrated ability student evaluations of successful teaching.

The Full Professor level is a tenural appointment of the professor level is a tenural appointment.

student evaluations of successful teaching.

The Full Professor level is a tenured appointment, requiring at least 10 years of post-doctoral teaching and research experience; at least five years of post-doctoral teaching and research experience is required for the tenure-track Associate Professor level. Primary responsibilities of this position will be to develop with colleagues and direct a concentration in teaching and research of infectious disease epidemiology in the Division of Epidemiology. There is an opportunity to combine research with investigators in the epidemiology of aging, behavior, cardiovascular disease, cancer, nutrition and a program in community and doctoral students.

The position is available on as about A-vill 45, 1906, the state of the seasons and the program in community and doctoral students.

The position is available on or about April 15, 1993. Interested applicants should submit a curriculum vitae, publications list, and a list of at least three references by December 1, 1992, to Dr. Henry Black-burn, c'o Kathy Ramel, Division of Epidemiology, School of Public Minneapolis, MN 65454-1015.

Please reference job number 8PH 26, The University of Minnesota is an equal opportunity educator and employer.

### Claremont/McKennaCollege



U.S. History. The Department of History at Claremont McKenna College seeks applications for a tenure-track position, beginning academic year 1993-94, in modern American political so social history with a possible interest in issues relevant to California. The position also involves participation in the two-semester U.S. survey course. Assistant Professor level; the completed by july 1993; preference to those with teaching experience. Candidates are encouraged to apply by 15 November 1992. Candidates will be interviewed at the AHA meeting. CMC is an AAFOE, application, c.v., and three letters of recommendation to james Rogers, Chair, Department of History, Claremont McKenna College, 890 Columbia. Avenue, Claremont, CA 9.11. Avenue, Claremont, CA 91711.

Cooperative Educations Director of Cooperative Educations, Shapherd College, Shapherd College, Shapherd College, one of the public lyies, shapperd College, one of the public lyies, has an immediate opening for a Director of Cooperative Education at a growing, selective, state supported liberal arts institution of 3600 students near Washington, D.C. and Buittmore, Maryland, Seek qualified canadidate to direct a new cooperative clusation programs that will be funded by a five-year fittle VIII grant. The Director, with a staff of throe, will assume complete reasonability for cooperative education program and direct a larvillear related to placing students in co-op suspensents. The Director will be responsible for recruiting and hirtag students with career planning and selection of co-op experience, teaching job

couraged to apply.

Cooperative Educations Director of Cooperative Educations Director of Cooperative Educations Director of Cooperative Educations Director of Cooperative Educations Shapperd College, one of the public Ivier, has an immediate open into for a Director of Cooperative Education at a growing, selective, sates an apported liberal surfa institution of 3600 students near Washington, D.C. and Battmore, Maryland. Sack qualified candidate to direct a new cooperative education program that will be funded by a five-year Title VIII srant. The Director, with a staff of three, will assume complete casponsibility for cooperative education program and direct all activities related to placing students in co-op assistances. The Director will be responsible for recruiting and birthes for managems a co-op office, saidents must end cover letter, résumé, and three letters of related facil. To apply, and three letters of related facil.

### INSTRUCTOR OPENINGS Washtenaw Community College

A comprehensive two-year college dedicated to student community and staff success, is presently seeking qualified individuals for time full-time instructor openings. The college is located in the city of him supported through a cultural enrichment of the arts, entertainment Big Ten sports, and the surrounding metropolitan area.

Respiratory Therapy Instructor/Department Chair: Act as the J.R.C.R.T.E. designated program director for the Respiratory Therapy Program and Instruct first and second year college-level courses in Respiratory Therapy. This individual must possess a Master's degree in a related field or in Education; four years' full-time successful work respective in an accredited respiratory therapy; two years' successful teaching experience in respiratory therapy; two years' successful teaching experience in an accredited respiratory therapy program and demonstrated skill in effective written communications and knowledge of cardiculum development, evaluation, and teating procedures.

Business Instructor: To instruct first- and second-year college level courses in Total Quality Management and improvement and instruct courses in Management, Marketling, and international Business using the computerized workplace as a model. This individual must possess a Master's degree in Business or Business Education; courses to be clude at least eighteen graduate hours in Business; two years' full-lime successful related work experience with primary emphasis in Total Quality Management and international Business.

Surgical Technology/Nursing Instructor To Instructor To Instructor To Instructors to Instructors and International Business.

Surgical Technology/Yursing Instructor: To instruct lecture lab and clinical courses in Surgical Technology and Nursing. This individual must possess a Master's degree in Nursing; current Registered Nursing ilcensure; four years' successful full-time work experience in operating room nursing and equivalent one year's successful leaching experience and demonstrated skill in effective written communications.

Anticipated date of appointment for these positions is January 4, 1993. Initial annual salary range is \$26,900-\$36,021 dependent upon education and related experience; base load of 32 weeks/160 days/450 contact hours per academic year with numerous fringe benefits. Deadline for receipt of official WCC application forms is September 30, 1992. Résumés received in lieu of application forms are not accept

interested persons should send completed application forms with credentials to Washtenaw Community College, Office of Human Resource Management, 4800 E. Huron River Drive, P. O. Box D-1, Ann Arbor, M 48106; 513-973-5497. Transcript (student copy acceptable) must accompany application in order to have candidacy considered further. The College, through its Affirmative Action goals, is seeking candidates who will augment the diversity of its faculty, staff, and administration. Women and minorities are encouraged to apply.

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#### **University of Otago** Te Whare Wananga o Otago

#### CHAIR IN FRENCH LANGUAGE AND LITERATURE

Applications are invited for appointment to the Chair in the Department of French Language and Literature. The University is seeking an academic with a distinguished record and special expertise in an appropriate area of French scholarship. The Chair carries with it the Headship of the Department for an initial five-year period.

year period.
The Department offers a range of language and literature courses within the Division of Flumanities for the B.A. and B.A. (Hons) degrees and the Postgraduate Diploma. Supervision is available for M.A., M.Litt. and Ph.D. students. Current research fields in the process of the pr

Include nineteenth and twentieth-century literature, French African literature and France-New Zealand connections.

Candidates should be fittent in both English and French. Experience in the use of communicative methods of teaching the French language to students whose first language is English is desirable, as well as the ability to promote the study of French within the University and in the wider community.

The salary range for Professors is: \$NZ80,080 - \$NZ99,840 per annum.

Further information may be obtained from the Secretary General, Association of Commonwealth Universities (Appointments), 36 Gordon Square, London WC1H OPF, or from the Registrar, P.O. Box 56, Dunedin, New Zealand (Facsimile (64)(3) 474-1607), with whom applications quoting reference number A92/31 close on 7 September 1992.

Equal opportunity in employment is University policy.

starting date is September i, but no later than October I, 1992. AA/BBO employer.

Cooperative Extension: Assistant Dean, Cooperative Extension, University of Nebraska. Provide leadership for Extension in Panily and Community Development; serve as coordinator for educational programs which address selected priority issues; holitate delivery of quality issues; holitate delivery of quality in the language with appropriate agencies and

view, please contact Dean Botel.

Counselling: Application Deadline Extended—Director, Counselling Center. Resignal university seeks professional with five years of experience in councelins and testing. Duties include supervising health services and counseling center staff, counseling, testing, crisis management, consulation, and educational/developmental programm. Doctorate in counseling/psychology required that included supervised counseling practicum/interuship. Tennessee professional licensing certification or aliable, interest candidates apply by August 21, 1992. Send TTU application, resume, three current letters of reference, official transcripts and a lotter of interest to Mr. Mar. L. Burnett, Vice President for Student Services, Box 307, Tonnessee Technological University, Cookeville, Tennessee 18305. An AA/BBO Employer.

#### THE UNIVERSITY OF QUEENSLAND GATTON COLLEGE

Equal opportunity in employment is University policy

Foundation Chair in Horticulture Department of Plant Production (Tenured)

The University of Queensland Gatton College is seeking to appoint a Professor of Horticulture to provide academic and research leadership and to assist with administration in the Department of Plant Production. This is a new and challenging position within the College following consolidation with The University of Queensland. The position requires a broad, yet University of Queenstand. The position requires a broad, yet integrative, vision covering the range of horticultural industries in Australasia and, in particular, their contribution to the interactional scene. The appointee will be expected to be a strong advocate interacting with industry and government as well as providing dynamic leadership in teaching and applied research.

Applicants must hold qualifications appropriate to the position and demonstrate specific strengths in postharvest horticulture, in addition to fruit and vegetable production or amenity horticulture. Experience in tropical and/or sub-tropical environments will be viewed favourably. It is University policy that all permanent members of the academic staff of a Department are eligible for appointment to its Headship. It is expected that the appointee to the Chair will be available for appointment as Head.

Salary is at the Professorial level (\$A77 900 per annum).

Method of application: An original plus three copies of an application and resume should be forwarded to: The College Registrar, The University of Queensland Gatton College, Lawes, Queensland, 4343, Australia by 25th September, 1992.

Applicants in the United Kingdom should lodge one further copy with the Appointments Officer, Association of Commonwealth Universities, 36 Jordan Square, London, WC1H OPF by the same

ions should include the names and addresses of three

Further information is available by phoning Associate Professor K. Rickert (liead, Department of Plant Production) on (074) 601310 or Miss L. Howells (Assistant Personnel Officer) on (074)

### Claremont McKenna College



#### Organizational or Social Psychologist

Claremont McKenna Coilogo (CMC) has a tenure track position at the Assistant or early Associate level for an organizational or social psychologist with an interest in leadership. The person will join a six person psychology department and participate in an interdisciplinary program in leadership Studies. The college has recently received a commitment to endow a research institute in leadership. The person filling this position would play an integral role in the development and eventual administration of the institute.

The candidate should show evidence of an active research program and should be willing to engage undergraduate students in high quality research. The teaching load is five semester classes including Organizational Psychology, Leadership Theory and Research, and other courses and seminate in the candidate's area of interest.

CMC is an independent, highly selective, coeducational, residential liberal arts college with an emphasis on preparing students for leadership positions in government, business, and the professions. CMC is a member of the Claremont Colleges, the oldest educational consortium in the United States.

Salary and benefits are highly competitive. Submit vita, personal statement copies of relevant publications, and arrange to have three letters of reference sent to Martin M. Chemers, Chair, Department of Psychology, 850 Columbia Avenue, Claremont, CA 91711-6420. Deadline is December 1, 1992, AA/EEO.

<sup>}</sup>

Counciling: Master's degree in Counseling | three years experience as a Training Direc-or Sudest Personnel Services and related | tor or three years of demonstrated involves-tor or three years of demonstrated involves-

success Personnel Services and related specific or or three years of demonstrated involvement of a achool or college setting. Experience with adults is preferred. Will be required to work occasional eventing hours. 1879 at Broward Community College, Human Resources Department, 225 Hast Law Okas Boulevard, Fl. Lauderdale, Florida. 1884. Equal Access, Equal Opportunity lastitation.

Counseling Psychology: Training Director, West Visibia University Carruth Center including disability searching for a person qualification of the Carruth Center of Counseling and Psychological Services University Is searching for a person qualification of the Carruth Center of Counseling and Psychological Services West Visibia University Carruth Center of the Carruth Center for Counseling and Psychological Services and the Center for Counseling and Psychological Services of the Carruth Center for Counseling and Psychological Services of the Carruth Center for Counseling and Psychological Services of the Carruth Center for Counseling and Psychology. The staff includes that doctoral level training program in Proceeding Inc. Center for Psychological Services, Carruth Center for Psychological Se

#### **CHAIR** Department of

#### West Virginia University (SEARCH EXTENDED)

**Curriculum & Instruction** 

Applications and nominations are invited for the position of chairperson of the Department of Curriculum and Instruction, College of Human Resources and Education, West Virginia University. This position will offer the successful candidate the opportunity to work with a productive and reform-minded faculty in redesign of the College's teacher education programs. The Department Includes 26 faculty, serving 1000 undergraduate and 800 graduate students. It administers programs at the baccalaureate, master's and doctoral levels. The teacher education programs work closely with six Professional Development Schools which provide the opportunity to bridge the gap between research and oractice. tween research and practice EXPECTATIONS FOR THE POSITION

EXPECTATIONS FOR THE POSITION
The Chalf is expected to work collaboratively with faculty on revising and
restructuring undergraduate and graduate programs; exhibit strong interpersonal skills, communicate closely with faculty, administration, staff, students,
and the public school community; serve as a spokesperson for the Department
within the College and with external constituent groups and support a high
standard of teaching, research, service, and extramural funding activities within the Department

QUALIFICATIONS Candidates must hold an earned doctorate in a field of teacher education or a related field and warrant appointment at the associate or full professor level in one of the Department's program areas. Candidates must have at least three years of public school teaching experience and demonstrated expertise in higher education teaching, research, service, and administration. SALARY

APPLICATION PROCEDURE
This tenure track faculty position is a twelve-month appointment to be effective January 1, 1993. Applications submitted by October 1, 1992 will receive full consideration. The search will continue until the position is filled. Candidated by the continue of the position of the continue until the position. dates should submit a letter of application, a detailed vita and the names, addresses, and phone numbers of five references to: Jeffrey K. Messing, Chair, Curriculum and Instruction Search Committee, do Dean's Office, B02 Allen Hall, College of Human Resources and Education, West Virginia University, Post Office Box 6122, Morgantown, WV 26506-6122.

West Virginia University is an Equal Opportunity, Affirmative Action Employer and strongly encourages nominations and applications of women and introduces.

#### FORT VALLEY STATE COLLEGE School of Arts and Sciences

An 1890 Land-Grant Institution located in Middle Georgia with a student

DEPARTMENT OF BUSINESS ADMINISTRATION AND ECONOMICS: Assistant/Associate Professor of Management: Ph.D. or DBA in Management or related field; full time college teaching experience and a strong commitmen sonal skills. ent to teaching excellence, excellent communication and interp

Instructor/Assistant Professor of Business Administration: Earned law de-gree; full time college teaching experience and a strong commitment to teaching excellence, excellent communication and interpersonal skills. Salary: Commensurate with qualifications and experience. Application Deadline: August 19, 1992.

Position Available: September 1, 1992. Send letter of application, résumé and the names, addresses, and telephone numbers of three references to Dr. Richard Wilson, Hoad, Department of Business Administration and Economics, 1005 State College Drive, Fort Valley State College, Fort Valley, GA 31030-9832.

Current Federal law regulres identification and eligibility verification prior to employment. Only U.S. citizens and aliens authorized to work in the United States may be employed.

An Equal Opportunity, Affirmative Action Employer

#### **ASSISTANT PROFESSOR**

\*

Position available in the Department of Biomedical Sciences to teach biochemistry and molecular biology to graduate and medical students, conduct original research on the molecular mechanisms and virulence of the parasitic protozoan Leishmania and on the design and development of antileismanial cliemotherapy. The faculty member will also provide service to the inatination as requested, e.g., serving as a member of Institutional Biosafety Committee and other Committees. The Assistant Professor will work in a research laboratory environment and the major equipments used by lim/her will be spectrophotometer, centrifuges, incubators, gel electrophotometer, centrifuges, incubators, gel electrophoto

The Assistant Professor must have a Ph.D. in the study of biochemistry. n has an annual salary of \$35,000 and a 40 hour work week.

\*

crisis intervention and short-term individual and group psychotherapy; coordinate is an estina disorders program which includes in estina disorders program which includes ileison with ASU Student Health Services—the ileison with ASU Student Health Services—the management with a wide range of concentration and participate in dental Health; supervise and participate in general training of straduals interns and seneral training of straduals interns and prescrictum students; provide outstand not students; provide outstand on the supervision of paychotherapy (abort-term and extended); and knowledge-despartite in working with collags/miversity populations including special student populations (minguities, re-entry, women and adults) are strongly desired. Knowledge of and commitment to student development, phi-

### UNIVERSITY TASMANIA AUSTRALIA

Applications are invited for the following position

AT LAUNCESTON

#### CHAIR OF HUMANITIES (Ref. No. 13892)

Applications are invited for appointment to the tenured position of Professor of Humanities in the Department of Humanities.

The Department offers full undergraduate courses in six academic disciplines: Aboriginal Studies, English, Geography, History, Indonesian Language and Philosophy, as well as inter-disciplinary study in the area of Asian Studies. Expansion into Australian Studies is currently being

The successful applicant will have achieved widely recognised distinction in Asian Studies or Australian Studies, or in one of the disciplines represented to the Department, and be an excellent teacher.

The appointee will be an able administrator who can work well with people at all levels of university life and provide quality academic leadership in a multi-disciplinary department. The Professor will be expected to contribute onthusiastically to the Department's teaching and research, including postgraduate supervision, and to oversee the implementation of the Department's Strategic Plan. The appointes will be expected to serve as Head of Department initially for a five year term.

Further details of the post, the Department's teaching, research and resources, and of the University, are available from the Staff Office, telephone 61 03 263017, facsimile 61 03 263437. Enquiries about academic aspects of the post and the Department's Strategic Plan for 1992-94 should be directed to the Head of the Department of Humanities, Mr Derek Overton, telephone 61 03 260297, facsimile 61 03 263223 or to the Executive Dean of the School of Humanities and Social Sciences, Associate Professor Brian Mackenzie, telephone 61 02 202239, facsimile 61 02 207842.

The present professorial salary is \$A77,900 ps. in addition, Heads of Departments receive a loading of 6% of a standard professorial salary for the term of their appointment as Head of Department. With the consent of the University, academic staff may undertake a limited amount of

Applications, quoting the reference number, should give particular attention to the selection criteria and reach the A/Staff Officer, University of Tasmania at Launceston, PO Box 1214, Launceston, Tasmania, 7250, Australia by 30 September 1992. They should be enclosed in an envelope marked Chair

EQUAL EMPLOYMENT OPPORTUNITY AND A SMOKE FREE WORKING ENVIRONMENT IN SHARED WORKPLACES ARE UNIVERSITY POLICY



#### **FACULTY OPENING IN GERMANY**

Full time graduate faculty position presently located at our Kapaun, Western Germany Regional Center. Earned Octorate is required. Extensive experience required in aviation operations and aviation related areas such as flight safety, aircraft systems, airport management, research and development, and human factors in aviation.

Please submit a letter of application with salary expectations, resume, a copy of university transcripts and a list of three references to: Human Resources Department #F-Q, Embry-Riddle Aeronautical University, 600 South Clyde Morris Sivd., Daytons Beach, Florida 32114-3600.

Women and minority group members are encouraged to apply. EOE.

ucation and experience in research and publications; and considerable skills in program development, interpersonal relations and written and verbal consummentation are also beneficial. Candidates are Lovied to said staums/vita and three lotters of reference to: Employment Section, Arizona State University, Tempe, Arizona S287-1403. Application deadline is September 11, 1972. Job Order #71998. AABOR.

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of Education. Master's degree and prior school supervisory experience required. Salary range 549,000 to \$55,000, 19,000 students and 31 schools in system. Send letter of sprilication and résumé to: Specialist in Professional Personnel. Charles County Board of Education, P. O. Boat D. La Piata, Maryland 26646. EOE.

Dean/Health Sciences Technology: Responsible for providing leadership and management for ADN. LPN, Allied Health or Child Development programs. Master's Desce in Nursing, Allied Health or Child Development and five years of recent professional experience required. Three years of teaching at the post-secondary level in one of the above lated programs is disarted. Preference will be given to applicants with a stretch stretch or procession. Soliday is commentative with educations. Solidary is commensurate with educations.

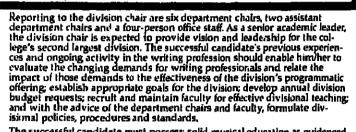


#### Search Reopened

The Professional Writing Division is now accepting applications for the senior-level position of Chairperson. The Chairperson reports to the Offices of the Dean of Faculty and Curriculum and is a member of the President's Council. This is a twelve-month position.

The Division includes six departments Commercial Arranging, Composition, Film Scoring, Harmony, Jazz Composition and Songwriting. The Division offers over one hundred different courses by sixty-eight faculty members serving over three hundred students enrolled in its various majors. The Harmony, Arranging and Composition departments, additionally, offer required courses for all of the College's 2600 students, including courses in conducting, counterpoint, traditional harmony, jazz/pop harmony, arranging and music history.

### Chairperson



isimal policies, procedures and standards.

The successful candidate must possess: solid musical education as evidenced by an earned advanced degree and/or equivalent professional training; demonstrated skills in leadership, management, evaluation and planning in an educational setting; strong and effective communication and interpersonal skills; established credentials as a composer and/or arranger; teaching and/or administrative experience in a college setting; familiarity with technology as it related to professional writing; ability to identify and establish appropriate musical and educational direction; a broad stylistic musical orientation; critical understanding and an acceptance of diversity in contemporary fazz, rock, pop, concert) music forms, and a proven commitment to excellence appropriate for senior level leadership in a division whose educational mission is practical training in arranging and composition for today's professional musician. Salary commensurate with qualifications.

Berklee College of Music is a private, four-year institution with an educa-

Berkice College of Music is a private, four-year institution with an educational mission of practical career preparation in the various styles of today's professional music world. The 300 or more internationally respected faculty work with 2600 students from 75 countries and the U.S.

Please send resume, three letters of recommendation and any supportive background materials with letter of application by October 15, 1992 for an August 1993 starting date or sooner if the chosen candidate is available. Incomplete applications will not be considered. Women and minorities are encouraged to apply.

Send all materials to: Professional Writing Chair

Dept. C Office of the Dean of Faculty Berklee College of Music 1140 Boylston Street Boston, MA 02215



#### Assistant Researcher University of Hawaii

Pacific Biomedical Research Center, Kewalo Marine Laboratory, R3, Position No. 88622, full time, federal funds, to begin 09-01-02, for six months, continuation dependent on availability of funds. Duties: Research on conservation and evolutionary biology of endemic Hawalian trees snails, utilizing both field-demographic and laboratory-molecular methods. Minimum qualifications: Ph. D. in an appropriate discipline and postdoctoral research experience in field demography, molecular methods for studying population—genetic and evolutionary questions, and familiarity with Hawalian terrestrial ecosystems and conservation problems. Demonstrated excellence in research is the primary consideration. Minimum annual salary: \$40,524. Submit curriculum vitae to Dr. Michael Hadifield, Pacific Biomedical Research Center, Kewalo Marine Lab, 41 Ahul Street, Honolulu, Hawali 96813. Closing date: 08-26-92.

#### SCHOOL **PSYCHOLOGISTS**

The Department of Psychology at Tennessee State University announces two tenure track positions. Requirements: Doctorate in School Psychology and eligibility for certification as School Psychologist. One position is for Coordinator of School Psychology Programs (M.S. and Ed. D). Responsibilities: Undergraduate and graduste teaching, supervision of theses and disservations, program development, maintenance of active research efforts, and public services. Open until satisfactory candidate found. Send vita, transcripts, three letters of recommendation and cover letter to: Personnel Office, Tennessee State University, 3500 John A. Merritt Blvd., Neshville, TN 37209. EOE/M/F.

#### LEHIGH UNIVERSITY Department of Computer Science **Assistant Professors** Law & Business

Lehigh University seeks to appoint two Assistant Professors of Law & Business effective no later than August, 1993 to teach business law subjects to upper-class students and MBA candidates. ID degree and Law Review membership or other evidence of scholarship required. Preference given to candidates with a business degree, commercial law experience and expertise in one or more of the following areas: Intellectual property: international commercial law, environmental law, commercial lending or products liability. Research and publication required for reappointment and promotion.

Review of applications will begin immediately and continue until the position is filled. Applications received after December 1, 1992 cannot be assured of full consideration. Lehigh University is an Equal Opportunity, Affirmative Action Employer. Contact:

George A. Nation
Chair, Department of Law and Business
Rauch Business Center
37 Lehlgh University
621 Taylor Street
Bethlehem, PA 18015

licitation and to initiate a new planned sivints program. Candidate should have: successful fluid-raining record; sibility to work with committees and volunteers; eccepture and administrative skills; and, a desire to work as a train member in a small staff environment. The Society is a private non-profit openiture and sometimes and solution with 4,500 members, a 52.5 million endowment, and an annual budger of \$1 million. This full-time position include: identifying, screening, and journal to the proposition include: identifying, screening, and journal includes in the little for the beautiful includes and investment of the position include: identifying, screening, and journal includes includes the full-time and journal includes and investment of the position includes. In the Development of the position includes in the position includes and investment of the position includes. In the position includes a season and journal includes and proposition includes and investment of the position includes. In the Development of the full-time acceptance of the full-time, acceptance for the full-time, acceptance of the full-time, acceptance for the full-time, acceptance in the full-time of the full-time acceptance of the full-time of the full-time acceptance of the full-time acceptance of the full-time of the

apply.

Economical University of Wisconsin-Madison, Madison, Wisconsin. 000 Economic Theory, 010 Microeconomics, 020 Macroeconomics, 020 Macroeconomics, 020 Macroeconomics, 020 Macroeconomics, 020 Economictrics, 100 Moosey and Banking, 400 Independence on the Colomomics, 400 Moosey and Banking, 400 Independence, 600 Labor Economics, 400 Facility Finance, Subject to financial budgetary authorization, in Department of Economics anticipates one or more openings for a tentre level appointment as an Associate Professor in one of the fields listed shows, beginning with the academic year 1991-94. Cualifications for appointment include significant research accomplishments and publication, and potential for distinguished touching at both the undergrandeate and studies levels. Ph. D. required. Applicants should submit returned, one research paper, and three letters of Federace. Address reply to Donaid ice, 1439 Social Science Building, 1100 Observatory Drive, Madison, Wisconsin S7006, Application deadling October 31, 1992. The University of Wisconsin-Madison is an equal opportunity, affirmative se-

### **CLARK ATLANTA UNIVERSITY**

Clark Atlants University is accepting applications for a tenure track faculty position in Computer Science at the rank of Assistant Professor. Duties include teaching graduate courses and conducting research in Fuzzy and intelligent Databases and Integrated Database-Artificial intelligence Environments supervising student research initiating grantsmanship activities; and developing sponsored research centers and laboratories. A successful candidate will be required to lead the related teaching and research programs towards establishment of a doctoral program. Applicants should possess a Ph.D. in Computer Science at an accredited institution; and show evidence of a publication record in the research area. Candidates with additional research expertise in CASE and Ada technologies will be given preference. Salary is commensurate with qualifications. Send curriculum vitae, graduate transcripts, relevant reprints and three letters of reference to:

Dr. Nazir Wami, Chairman
Department of Computer and Information Science
Clark Atlanta University
James P. Brawley Drive at Fair Street, SW
Atlanta, QA 30314

references io: Kashy Flyrin, Personnel Co-ordinator, College of Saint Benedict, 37 South College Avenue, St. Juseph, Minne-scale Consideration after August 21, 1992.

Educational Theory/Fractice: The Oblo

Educational Theory/Fractice: The Ohio State University at Newark is seeking an Assistant Professor for a full-time, oline month, tenurs track position in the Educational Theory and Professor for a full-time, oline month, tenurs track position in the Educational Theory and Professor in the Educational Theory and Professor in the Indian and Company of the Indian and Company science, supervise student teachers, consider the professor in the Indian and provide professional service. Qualifications include: doctoral degree in education with specialty in elementary science; considerable public school teaching experience or equivalent; experience in other abmentary content arceas desired. Terms: Full-time, aline month, leaure track position starting Autumn Quarter, 1993. Starting salary: 330,480. \$34,680 with comprehensive co-pay benefits package. To assure consideration send cover letter, vita, and three letters of reference written directly to the search committee to: The Ohio State University, c/o Acting Dean Nancy Zimpher, 127, ATS, 1953. North High Street, Columbus, Ohio 43201. Review of applications will begin October 13, 1992 and will continue until the position is filled. The Ohio State University is an Employer, Qualified women, minorides, Victorian end desired are encouraged to apply.

School of Hotel Administration

Faculty Position in the Area of Financial Management

Cornell University's School of Hotel Administration—one of the preeminent undergraduate and graduate business colleges in the country in the field of hotel administration—is seeking a faculty member to teach and administer courses in financial management or managerial accounting and related areas in conjunction with other financial management faculty and to perform a proportionate share of research, advising, and administrative functions. Qualifications: Ph.D. in Financial Management, Accounting, or related area is preferred. Business experience audior a research record in the hospitality or related field is extremely desirable. Must be willing to update continually, to conduct research, to publish, and to work with a wide variety of undergraduate and graduate shedents and faculty members. Starting Date: August, 1993. Rank and Salary: Professorial rank on tenure-track, rank and salary negotiable. Nine-month term with attractive fringe benefits. Significant professional development, research funding, and supplementary income opportunities.

supplementary income opportunities.

Candidates should send a letter of application, résumé, and names and addresses of three references to: Dr. Michael H. Redlin, Associate Dean for Academic Affairs, School of Hotel Administration, Cornell University, Ithaca, NY 14853. CORNELL

## DAKOTA STATE UNIVERSITY

Madison, South Dakota 57042-1799 Special Education Faculty Position Spring Semester 1993

The School of Education seeks a change-oriented colleague to teach in a rapidly growing program for preparing elementary teachers with emphasis in non-categorical special education at an NCATE-accredited institution, Earned doctorate or ABD is Special Education or Curriculum and instruction with emphasis in Special Education, and evidence of successful K-8 teaching is required. A commitment to the use of computers in teaching is essential. Applicants should be willing to advise students, supervise student teachers, and collaborate with public schools. Some teaching in either elementary or middle school education will be a part of this nine-most position which is eligible for tenure-track appointment at the Assistant Professor. The mission of the School of Education is to provide leadership in computer technology to pre- and in-services educators who will be calalysis for change. The School of Education houses an IBM, Macintosh, and an Apple lab. Faculty have access to micro, mint, and maintranse facilities through a local area network, in this sering, the new faculty member will have an unquaraffiched opportunity to advance innovative undergraduate teacher education.

Dakota State University is located in Madisons, South Dakota, approximatoly 50 miles

Dakota State University is located in Mailson, South Dakota, approximately 50 miles northwest of Stoux Falls in the southern lake region of the state.

Submit a letter of application, vita, and names, addresses, and telephone numbers of three references to Chair, Special Education Search, Dakota State University, Madson, SD 57042, fox (605) 2%-5316; or via Bf1 Nicf to PATWO SINNET. Considerational applications will begin October 1, 1992 and will continue until the position is filled. Starting, date is January 1, 1993.

Disabled applicants are lawited to identify any are connectations required in the application process. DSU is an equal opportunity employer.

#### **AIRFRAME & POWERPLANT** TRAINING INSTRUCTOR

American Trans Air - Aviation Training Academy, North America's newest airline maintenance training academy, is recruiting experienced aviation professionals to join our instructional staff in Indianapolis. This ground floor opportunity features a unique emphasis on air transport category aircraft.

Primary duties include teaching to established standards, counseling students, developing lesson plans and evaluating student performance. Qualifications include an associate degree, valid sirframe & powerplant license, 3 years technical teaching experience (FAR PART 147 preferred), operational knowledge of computers, and superior oral and written communication skills.

Come join usi interested persons should send a letter of application, resume, transcripts and a copy of FAA cer-tificates to:

Corporate Employment TI-8225, P.O. Box 51609 Indianapolis, IN 46251-0609



Elementary Education: The School of Edu-cation at Troy State University in Troy. Alabama is coordination a search for an in-structor to teach undergraduate courses in elementary education. Qualifications in-clude a B.S. and an M.S. in elementary education, successful public school teach-ing experience, and computer application akills. Reaponabilities include serving as an undergradente instructor, aupervising interest, advising students, and involve-ment with professional organizations. This position it available September 1, 1992. Applicants should send a letter of applica-tion office of Personnel Services, Froy State University, Troy, Alabama 16082, Review

norities are excharaged to appear to the projection. Starting salary range: \$3636-4419/moath. Five years' endeather to the projection of the projection of the projection of the projection engineering which included at least two years' appearance in fire protection engineering which least one year at the full-functioning. Professional financer level. MS in Pire Protection Engineering may be substituted for past year of the experience requirement, Main be currently registered as a professional Engineer. Address inquiries for complete



**BULLETIN BOARD:** Positions available

#### Saddleback Community College District

addleback College One Semester Sabbatical Leave Replacement

Saddeback College
Positions:
Accounting instructor (1993 Spring Semester only)—Master's degree
In accountancy or business administration with accounting concentration from an accredited college or university OR Bachelor's degree
In business with accounting emphasis or business administration with
business expected by the second college or university AND Master's degree in business, business education, taxation, or finance from an accredited
college or university OR a combination of education and experience
that is at least the equivalent of above. Valid California credential that
authorizes service as a community college instructor of accounting.
Minimum of one (1) year (full- or part-time) of recent and successful
experience teaching accounting or finance, OR minimum of two (2)
years' work experience in business/industry/accounting. Opening
\$1730-1504, closes 10/6/92.
Rusiness instructor (Smail Business Management Emphasis) (1993

years' work experience in business Management Emphasis (1993)
Business Instructor (Smail Business Management Emphasis) (1993)
Business Management, business administration, accountancy, finance, markeling, or business administration, accountancy, finance, were of the shore AND Master's degree in any of the above AND Master's degree ineconomics, personnel management, public administration or JD or LL8 degree from an accredited college or university OR Bachelor's degree in economics with a business emphasis from an accredited college or university AND Master's degree in personnel management, public administration, business education, or JD or LL8 degree from an accredited college or university OR a combination of education and experience that is at least the equivalent of above. Valid California credential that authorizes service as a community college instructor of business management. Minimum of one (1) year (full- or partime) of recent and successful experience teaching business courses OR minimum of two (2) years' related work experience in business/industry. Opening # 1527-1506, closes 10/9/92.

Computer and Information Management Instructor (1993 Spring Be-

industry. Opening #1527-1506, closes 10/9/92.

Computer and information Management instructor (1993 Spring Bemester Only)—Bachelor's degree in business or computers from accedited college or university AND two (2) years of computer-related work experience OR Associate's degree in business or computers from an scoredited college or university AND six (6) years of computer-related work experience OR a combination of education and experience that is at least the equivalent of above. Valid California credental that authorizes service as a community college instructor of computer and information management. Minimum of two (2) years' work experience in business/industry in computing or related area, OR minimum of one (1) year (full- or part-time) of recont and successful tesching/training experience in the area of computers or in a computer-related area. Opening #1606-1605, closes 10/2/92.

TO RECEIVE APPLICATION MATERIALS. PLEASE CONTACT: TO RECEIVE APPLICATION MATERIALS, PLEASE CONTACT:

Human Resources, Saddleback Community College District 2000 Marguerite Parkway, Mission Viejo, CA 92692-3699 (714) 582-4850; 24-HOUR JOB LINE: (714) 582-4852 tring oz-4900; 24-HOUR JOB LINE: (714) 582-4852

8eddleback Community College District is an Affirmative Action, Equal Opportunity Employer and actively seeks the candidacy of women, ethnic minorities, persons with disability, and Vietnam era vetarans.

### COMPUTER SCIENCE **FACULTY**

Fall 1992

Teach computer science courses. REQUIRED: Knowledge of programming languages such as PASCAL, C, PL/1, COBOL, BASIC and ASSEMBLY. Ph.D. in computer science or closely related areas preferred; A.B.D. in computer science with degrae completed by June 1993 considered. Experience in operating systems, computer graphics, compile design, data communication, computer network, software engineering and data base management desired.

Rank and salary dependent upon qualifications for this tenure-

William Paterson College, on a 250-acre suburban campus 20 mes from New York City, is an accredited state college offering 50 undergraduate and graduate programs. WPC is an affirmative acionismus constitution acreditation. equal opportunity employer Applications will be accepted until the position is littled. Please submit with vitae to:

Department of Computer Science
WILLIAM PATERSON COLLEGE
Drawer DD
Wester Wayne, NJ 07470

sanouscement to Human Resources. Uni-vently of Colorado, CB 473, 1511 Univer-tly Avents. Boulder. Colorado 80309; (20) 432-6475 by August 21, 1992. The University of Colorado has a strong institu-tional commitment to the principle of diver-sity, we are particularly interested in re-ceiving applications from a broad spectrum of people, including women, members of chair minorities and disabled individuals.

Inglis Andrew R. Hilen Endowed Profes-terable is American Literature and Cul-ine. University of Weshington. Candi-daies shall have demonstrated, through their professional commitment to teholar-itis and continuing commitment to teholar-ities and continuing commitment to teholar-ities and end culture. We invite nomina-tions and applications. The University of Mathieston is building a culturally diverse idea in the procurages applica-tions of strongly encourages applica-tions. The Contact: Thomas Lock-ord, Cheir, Department of English, CH-30, Uni-tresity of Washington, Scattle, Washing-ton 98195.

lavited for a three-year, fixed-term (renewable) Lectureship commencing on 1 January, 1993 or as soon as possible thereafter. The appointee will have special experties in American Literature. Expertise in one of the following areas would also be considered an advantage. Creative Writing, Victorian Literature, Romantic Literature. Further information may be obtained from the Haad of Department, Professor G. Griffiths, on (09), 180 1210, Salary Renge: Lecturer Level B. AUD\$41,000-AUD\$46,688 per annum. Closing Date: 11 September 1992. Benefits include superanutation, fares to Perth for appointee and department, family (if applicable), removal allowance (if applicable), study leave and lone service leave. Conditions of appointment will be specified in any offer of appointment will be apecified and the asset of the action of the article products reference momber, telephone number, qualifications and experience, and the assets, addresses and fartelephone numbers of three referees should reach the Action Director, Personnel Services, The University of Western Australia, Nodlands, WA 6009, by the closing date (far (09) 380 1036). The University is as equal opportunity employer and promotes a smoke-free work aswiroument.

#### VIRGINIA COMMONWEALTH UNIVERSITY

Virginia Commonwealth University announces the following fuculty and administrative positions. A comprehensive urban public institution enrolling nearly 20,000 students, the university is composed of twelve schools, one college and a one-thousand bed hospital located in Richmond, Virginia.

Unless otherwise noted, appointments are subject to renewal, and application deadline is September 25, 1992. Administrative positions and Medical College of Virginia Campus faculty positions are 12-month appointments commencing on July 1; Academic Campus faculty positions are for the academic year begin-

A detailed position description and list of desired/required qualifications may be obtained by writing the contact person at the department, school and campus address indicated.

#### Academic Campus-Richmond, Virginia 23284-0001

School of Business

School of Business

Marketing Department: Assistant Professor—tenure track position starting fall of 1993. Candidates must have a doctoral degree in Marketing (or be ABD with an expected completion date by August 1993) and demonstrated teaching and research skills in two or more of the following areas: Consumer Behavior, Managerial Marketing, Channels, Promotion, and Marketing Research. Excellent oral and written communication skills are also required. The School of Business is fully accredited at both the undergraduate and graduate levels. Application deadline: October 15, 1992. Contact Dr. Frank Franzak, Box 4000.

#### Medical College of Virginia Campus—Richmond, VA 23298-0001

Nurse Anesthesia Department: Full time positions available in Master of Science in Nurse Anesthesiology Program. CRNA, minimum of one year's comprehensive experience, appropriate master's degree required. Experience working in a culturally diverse setting preferred. Contact Chairman, Box 226, or Fax resume to (804) 786-0581.

résured to (804) 786-0581.

Pastoral Care Department—Program of Patient Counseling: CPE supervisor sought as fourth faculty member of the Prugram of Patient Counseling, Responsibilities: supervise extended CPE programs, direct minority recruitment and education programs, serve on interdisciplinary health care teams, coordinate pastural care and minority ministry activities in the hospital. Certification as ACPE supervisor or equivalent teaching credentials, required. Fellow, or Fellow-eligible, of College of Chaptains required. Doctoral degree desired. Experience working in a culturally diverse setting highly preferred. Send résumé to the Rev. J. Luther Mauney, Jr., Chairman, Box 664.

Physical Therapy Department: Full-time, municipure track position.

Rev. J. Luther Maunoy, Jr., Chairman, Box 664.

Physical Therapy Department: Full-time, non-lenure track position available for individual with expertise in cardiopulmonary physical therapy. A major responsibility is to teach cardiopulmonary physical therapy program and help develop a hospital based cardiopulmonary treatment program. A doctoral degree, licensed or become eligible for licensure in VA as a physical therapist, certification as a program director from the American College of Sports Medicine, experience teaching students in a multi-cultural university medical center, and demonstrated scholarly achievement in areas of expertise are required. Sulary and rank communsurate with qualifications and experience. Application deadline: September 15, 1992. Apply to Dr. Otto Payton, Chuir, Search Committee, Box 224.

School of Basic Health Sciences

School of Basic Health Sciences

School of Basic Health Sciences

Biochemistry Department: Assistant Professor-tenure eligible for Biochemistry and Molecular Biophysics. Incumbent will establish a program of scholarly rescureth in an area of mammalian molecular genetics, molecular or cellular biology. Expertise in an area related to studies in the genetics of development, nucleic acid-protein interactions, post-transcriptional control mechanisms, and/or transgenic techniques is particularly welcome. Participate in the teaching programs of the Department by assisting in the training of postdoctoral scholars and graduate students and lecturing to an extent determined by the Chairman, Candidates must have a Ph.D. or equivalent in molecular biology, biochemistry, biology or related medical discipline, with a minimum of two years of post-doctoral training in research related to the area of molecular genetics, molecular or cellular biology that is supported by an appropriate record of publications and presentations. Must demonstrate the potential for development of an independent program of scholarly research in an area relevant to ongoing programs in the School of Basic Health Sciences. Incumbent expected to participate in an interdisciplinary program in molecular genetics, molecular or cellular biology. Candidates should send a copy of their curriculum vitae, a description of their research plan, and letters from 3 references to Dr. Robert K. Yu, Chair, Search Committee, Box 614.

Human Genetics Department: Assistant Professor—tenure-track posi-tion. Specialization in the area(s) of Quantitative, Behavioral and Population Genetics. The successful applicant should hold a doctoral degree with particular emphasis in one or more of the above areas and at least 2 years of post-doctoral research and teaching experience along with a commensurate record of mitabove areas and at least 2 years of post-doctoral research and teaching experience along with a commensurate record of publication. He/she will be expected to participate in the departmental teaching in his/her areas of expertise, to supervise graduate students, and to play a major role in establishing an independent research program in the application of twin and family studies to the genetic analysis of human phenotypes and their development. Interested applicants should submit their curricular teaching and the program of t Lindon J. Enves, Box 3.

Lindon J. Eaves, Box 3.

Microbiology and Immunology Department: Assistant Professor—lenure-track position. Individual with expertise in one or more areas of contemporary immunobiology, including cellular or molecular immunology, immunogenetics or immunochemistry is being sought. Applicants must hold a Ph.D. or equivalent degree and have at least 2 years of productive postdoctoral experience. Successful applicants expected to develop and maintain strong, grant-supported independent research program including training of graduate students and postdoctorals. Participation in graduate and professional level teaching and service activities is required. Candidates should submit a statement of research interests, a curriculum vitae, and the names and addresses of three references by October 15, 1992 to Dr. F. L. Macrina, Box 678.

Pharmacology and Toxicology Department: Assistant Professor—non-tenured to conduct CNS pharmacology research. Applicant must have a Ph.D. in pharmacology and at least two years of postdoctoral experience in CNS pharmacology. Must possess research funding and peer-reviewed scholarly publications, as well as prior research experience with assessment of spinal pain pathways and brain site studies. Must have background to teach in graduate and professional schools. Send curriculum vitae, letter of research interests and three letters of reference by September 15, 1992 to B. Caine, Box 613.

Pharmacology & Toxicology Department: Assistant Professor—ten-ure-track. Applicants must have a Ph.D. or its equivalent and at least four years of relevant postdoctoral research experience. Requires ability to teach in graduate and professional schools Requires ability to teach in graduate and professional schools and to secure research funding; outstanding record of research accomplishments and scientific reputation; experience training graduates and/or postgraduates; and an ability to function well in a multidisciplinary environment. Of great interest are those with backgrounds in molecular biological techniques and associated data processing and analysis. Send curriculum vitae, letter of research interests and three letters of reference by September 15, 1992 to B. Caine, Box 613.

School of Medicine

School of Medicine

Anesthesiology Department: Research Assistant. Incumbent will assist in designing and developing epidemiologic studies with clinical uncesthesia dato involving over 150,000 anesthetics. This would include subsetting the data for other reports and studies. The successful candidate must have a BS in a health care field from an accredited university. The candidates should be familiar with anesthetic methods, drugs and techniques, surgical diagnoses and operative procedures. The candidate should also have extensive experience in the use of computer systems to analyze multiple data bases. Knowledge of computer networks desirable. Supervisor ant/or teaching experience preferred. Send letter with CV and references to Francis R. Kane, Ph.D., Box 541.

Family Practice Department: Two positions available at the Assistant and/or Associate Professor level. Seek candidates interested in developing, implementing, and practicing in a new family practice clinical site within an academic health sciences center. Additionally, these faculty will be involved in medical student and family practice resident education and the development of other clinical altes. Applicants must have expertise in practice management and BC/BE in Family Practice. Salary commensurate with experience. Contact David W. Marsland, M.D., Box 251.

\*\*Bathalam Department/\*\* Associate Director of Citalina Microbiology.

with experience. Contact David W. Marsland, M.D., Box 251.

Pathology Department: Associate Director of Clinical Microbiology.

Seek applications from Ph.D. or M.D. clinical microbiologists to share in the direction of a full service Clinical Microbiology Laboratory. The associate director will assist in directing the virology, chiamydiology, bacteriology, mycobacteriology, mycology, chiamydiology, bacteriology, mycobacteriology, mycology, and servilogy laboratories. Additional responsibilities include teaching microbiology to medical, dental and graduate students, and laboratory aspects of infectious Disease to residents and follows. The associate director will develop an active basic and/or applied research program. The level of academic appointment will depend on qualifications. ABMM-AAM or M-ABP certification or eligibility required. A detailed job description will be provided to all applicants. Applications should include curriculum vitae with names of three references and sont to Harry P. Dalton, Ph.D., Chairman, Scarch Committee, Box 597.

Procedury Department: Position available for Academic Psychiatrist to

Psychiatry Department: Position available for Academic Psychiatrist to work in Ambulatory Care Services. Duties include patient care, teaching, research, and administration at community montal health center and at medical school. BE and VA license required. Application deadline: October 15, 1992. Send CV to Mark McCormick, M.D., Box 253.

Mark McCormick, M.D., Box 253.

Psychlatry Department: Psychiatric Genetics Program recruiting Ph.D. in genotics, psychology or blost at with concentration in human biometrical genetics to participate in ongoing research. Will supervise and provide stat, advice for data analytic aspects of several studies; will develop independent research interests in statistical/epidemiologic aspects of psych, genetics. Experience in statistical genetics/genet. epidemiology, sophistation with struc, equation modeling as applied to twin and twin-family clesigns, and research experience in psychopathology required. Application deadline: October 1, 1992. Send CV to Kenneth Kendler, M.D., Box 710.

Surgery Department: Research Assistant. BSN with VA Licensure; critical care nursing experience, knowledge of clinical research procedures; master's degree preferred or equivalent experience. Contact H. David Reines, Box 475.

Nursing Services: Associate Director of Nursing Research and Development, Administrative Faculty Position. Provide research and administrative leadership for nursing. The Departments include Nursing Staff Development, Nursing Research, Nursing Quality Assurance, the Center for Continuing Nursing Education and the Center for Patient Education. Reports to the Director of Nursing. Requires MSN, experience in the management of a Staff Development Department in a university setting, and current teaching experience and thorough knowledge of the research process. Doctoral preparation and current experience working in a culturally diverse setting are preferred. Contact Elsine Comeau, Chairparson of Search Committee, collect at (804) 786-0855 or fax your résumé to (804) 371-8873. Application deadline is September 8, 1992. ent. Administrative Faculty Posi

VCU is an EO/AA employer.
Women, minorities and persons with disabilities are encouraged to apply.

COLLEGE

1550 CLARKE DRIVE DUBUQUE, IOWA 52001-3198

SEARCH REOPENED

The Clarke College

and Teagle Foundation

Minority ABD Scholars Program

In 1990, the Teagle Foundation granted Clarke College funds to award four appointments over a four year period to graduate students who have completed consework in a doctoral program. Now in the second year of the program, Oarks seeks graduate scholars for the 1992-93 academic year to teach up to two courses per semester and spend at least half time working on their dissertations. Clarke College is a Catholic liberal arts institution located in Dubuque,

Fields: Application for teaching in any discipline represented on campus or in correcting is welcome. Some preference will be given to applicants in the areas of psychology, nursing, education and communication. Stipend is \$19,000 per year. The grant requires that the successful applicant will teach one year at Clake upon the completion of the dissertation for each year in which the spend is awarded.

Eighillty: Minority students who have completed their graduate coursework by July 1, 1992. The primary criterion for selection is evidence of excellent teach-

Application materials: Send résumé and letter of application and request these references to send letters of recommendation IMMEDIATELY to: John 5. Wozniak, FSC, Ph.D., Academic Dean, Clarke College, Dubuque, Iowa 52001; 319-588-6706.

Daytona Beach Community College seeks qualified appli-cents for the following position:

Learning Skills Diagnostician

Search Re-opened

The Learning Skills Diagnostician is responsible for the development, organization and delivery of the institution's assessment systems. Duties include administration and interpretation of standardized tests, diagnostic testing, prescription for training scademic advisarient, maintenance of records and monitoring

Candidate must possess strong interest in the use of measurement to support instructional activities. A Master's degree required, Doctorate preferred in Psychology specializing in leaming theory plus additional hours in individual testing of Education with a strong background and interest in research; diagnosis and prescription background required. Experience may be substituted for educational requirement.

Competitive salary based on credentials and <u>exportence</u> plus an attractive benefit package. Applicants must include cover letter,

enscripts, resume with names, addresses and phone numbers

Senior Research Analyst

Center for Educational Assessment

University of Missouri-Columbia

The Center for Educational Assessment (CEA) myttes qualified applicants for a research position to perform original research and evaluation of assessment activities. Prepare appropriate research design to answer specific hypothesis dealing with assessment and standardized testing. Work with University faculty and stoff as well as persons from the Missouri Department of Klumentary and Secondary Education in generaling appropriate severach questions.

Ph.D. in section assessment of the Missouri Department of the Missouri Departmen

Ph.D. in social science area with cuschasts on quantitative methods as applied in educational measurement. Areas of demonstrated quantitative expertise about actude multivariate methods (factor analysis, constiance structure models, and lug linear analysis) and (ten response theory. Minimum of three years' work expertises in school-based assessment programs. Candidate must present a substantial record of publications, by tied presentations and consultations, and successful administration of sponsored research projects.

Applications are according to the second of the second of the second of publications are second or second of publications.

Applications are now being accepted. Position start date is September 1, 1992. Interested persons may contact the Centur for Educational Assessment for more information, (314) 892-4694. An Equal Opportunity Institution

of three references. Closing date for application is August 21, 1992. Apply to: Hu-man Resources Department, DAYTONA BEACH COMMUNITY COLLEGE, 1200

Volusia Avenue, Daytona Beach, FL 32114, EOE/AA, MINORITIES AND

FEMALES ARE STRONGLY ENCOURAGED TO APPLY.



Chair Department of Health & Physical Education

Syracuse University is continuing its search for an individual with demonstrated leadership potential for the chair of its program in I leadth & Physical Arrased isaggram potential for the chair or its program in a water or anywest Education. The faculty is beginning to transform this program by focusing more attention on the science of exercise and sport. The chair will help guido the development of a nationally prominent program in this field.

The chair is responsible for coordinating undergraduate and graduate degree programs, enhancing faculty teaching and research, furthering university and community service activities as well as some teaching and advisement duties. tion of the candidate's research program is also expected.

This tenure-track appointment — with an initial three year contract — will be made at the Associate or Professor level. Although the area of specialization is open, preference will be given to individuals with a record of research in the field of exercise science. Additional training or experience insports medicine, physical education, blomechanics, exercise biochemistry, or health promotion are desirable. Candidates must have an earned doctorate, extensive experience in university teaching and doctoral advisement, an ongoing research agenda, and a developed record of research publications.

Application screening will be ongoing and will continue until the position is filled. The appointment will begin between September 1, 1992 and January 1, 1993, or as soon as possible thereafter. Please send applications, nominations, and inquiries to Dr. James Winschol, Associate Dean, School of Education, Syracuse University, 230 Huntington Hall, Syracuse, New York 13244-2340 or call (315) 443-4753. Candidates should include a letter of application, curriculum vita, and at least three references. Salary is commensurate with experience.

Syracuse University is an Equal Opportunity/Affirmative Action Employer.



#### Nursing Chairman

Owens Technical College is re-opening the search for a Chairman for the overall administration and leadership of its Associato Degree Nursing Program. Owens College is a regionally accredited, state-assisted, public two-year college which is part of Ohio's higher education system. With nearly 10,000 students on two campuses, Owens College is the largest technical college

Qualifications: Masters of Science in Nursing required.
Experience in nursing administration required; nursing education administration preferred. Teaching experience required;preferably in an associate degree nursing program. Current RN licensure in Ohio or eligibility for the Ohio licensure

required.

Application Precedures: To apply, send cover letter; application form; resume; three letters of reference; and copies of transcripts to: Office of Human Resources; Owens Technical College; P.O. Box 10,000; Teledo, OH 43699-1947. (419) 668-

Applications received by September 15, 1992 will be assured maximum consideration. Credential review will continue until the position is filled.

Affirmative Action / Equal Opportunity Employer

#### ASSOCIATE OR FULL PROFESSOR POSITION IN BUSINESS POLICY

### Edwin L. Cox School of Business

Southern Methodist University The Edwig L. Cox School of Business as Southern Methodist University is seeking and dates for an Associate or Pull Professor position to Business Policy. We are searching for individuals who:

 have demonstrated substantial accomplishments in the field of Business Policy
 have a significant record of publications in acholarly journals
 desire involvement in graduate and undergraduate programs
 have a commitment to mentoring juntor faculty Nominations or applications accompanied by curriculum vitae should be sent to:

Professor Billen Jackofsky Edwin L. Cox School of Business Southern Methodis: University Dallas, Texas 75273

Nominations or applications will be accepted through September 15, 1992. Southern Methodist University is an Equal Opportunity, Affirmative Action, Tirle IX Employer.

freilah/American Studies: French University (Provence) seeks Professor with Ph.D. to teach "English and American Civilisation and Economy" at Freshman and Sophosomore levels. Position available October if for one user. Th anniv. send detailed curious will be accepted until September 12 or until autiable conditions are found.

Foulon, Pax: 011-33-94-06-(4-38.

Environmental Toxicology: The College of Velerinary Medicine at Mississippi State University seeks applications for two 12-month tenure-track faculty positions in environmental toxicology. Duties involve conduct of a mechanistically-based research program on the toxicology of environmental chemicals, and natricipation in upper-level/graduate courses. The candidute is expected to bring or develop an extensionally-funded research programs which will complement MSU's current strengths of blochesical toxicology, neurotexicology and immunicationlogy, with emphasis on the effects of serochemicals in mammals and fath. Candidates should have an earsed Pa.D. In texticology or related discipline. Specially floard cardification in Toxicology is testrable. Salary and academic rank commongurate with training and experience. Send applications including currieurium visse, the names and durpases of three

MSU is an AA/EHO employer.

Extension/Research: Director, University of Nebrusia Panhandia Research and Extension Center, Scatabhuf, Nebrusia, Provide progressive leadership and administration of extension, research and Extension of extension, research and Extension Center, Panhandie Education Center and Panhandie Extension District including management of personnel, budgets, and facilities; progresses progresses maintain creative environment for all faculty and staff members; development and support of close working polationships with advisory boards, committees, commodity ground and other users of progress, Ph.D. in agriculture, natural resources, fome economics or raisted area required, Must meet requirements for rank of professor with termine. Demonstrated effectiveness in extension and/or research and demonstrated around staffur research an

#### **PURDUE UNIVERSITY**

Department of Audiology and Speech Sciences

**Announces a Position Opening for** 

#### DEPARTMENT HEAD

The position requires demonstrated leadership and national recognition in the applicant's area of expertise. Experience in obtaining extransural research and/or training grants preferred. Consideration will be given to candidates whose interests are compatible with any of the areas represented in the Department: Audiology, Speech-Language Pathology, Speech and Hearing Sciences, and Linguistics. The Head will be responsible for administering a large program that prepares students for the Bachelor's, Master's, and Ph.D. degrees, leading to careers in either clinical practice or research.

Twelve-month position at the rank of Full Professor begins July 1, 1993. Applications received prior to September 20, 1992 will be given preferential consideration, but applications will be accepted until the position is filled. Send letter of application, curriculum vitae and three letters of recommenda-tion to Dr. Anne Smith, Chair, Selection Advisory Committee, Audiology and Speech Sciences, 1353 Heavilon Half, Purdue University, West Lafayette, IN 47907-1353.

Purches University is an Equal Opportunity, Affirmative Action Employer.

### **CLAYTON STATE COLLEGE**

#### **SCHOOL OF BUSINESS** Associate Professor of Marketing

incumbent will teach marketing, advise students, easist in developing an outcome-focused marketing curriculum, end assess student progress in a growing undergraduate business (BBA) program.

Must hold a doctorate in business administration, with a major in marketing, and have significant work experience in marketing. Must demonstrate superior teaching skills.

Beginning Date: Fall Quarter, 1893.

Alcations will be accepted until December 31, 1992. Letters of application, including a résumé and a list of three current references, should be sent to:

Norman G. Ogleaby Dean, School of Business Clayton State College Morrow, GA 30260

Cleyton State College is an Affirmative Action, Equal Employment and Educational Opportunity Institution, Georgie is an Open Records

WESTERN W NEBRASKA

#### MUSIC INSTRUCTOR/ BAND DIRECTOR

Western Nebraska Community College, Scottabluff Campus, is accepting applications for the position of Music Instructor/Band Director. Responsibilities: teach lower division music ocures; advise students; conduct concert, pep, and jazz bands; recruit students; and Degree in Music and teaching experience required; community colleges teaching experience preferred. Salary: commensurate. Start soreening will begin August 12, 1992. Position will remain open until sured, oradentials and/or academic transcripts, and three letters of reference to Personnel Director, Western Nebraska Community College, 1601 East 27th Street, Scottsbuff, NE 69361.

**EEO/AA Employer** 

late to faculty and staff, agricultural and business community, industry, and the general public necessary. Experience in the land-gram system preferred. Nomination or application with current remained and demonstrated strong leadership capanames, addresses, and phone numbers of three references postmarked by September 15 to: Dean Kennesh R. Bolen, Cooperative Extension Division, University of Nebraska 16836-30703. UNIV. In the late of Nomination or spoilcastion with current returned and passess of the late of the la

Finance: Department of Finance. College | service assignments. Experience in admir-pt Business Administration. Classels Finance | service assignments. Experience in admir-The state of the s

Portunity Educational Institution, 154321.

Finance/Vice Chancellor: University of Minnesota, Morris. Vice Chancellor for Pinance. The University of Minnesota, Morris invites nominations and applications for the position of Vice Chancellor frigance. As chief financial officer for the campus, the Vice Chancellor oversees a sphisticated financial control system, monitors budget planning and resource affection, provides itaison to the central sense intration of the University of Minnesota on non-academic management, and serves a primary campus labor relations coulact Managers of the auxiliary services, acquir.

### Claremont/McKennaCollege



#### THE FLETCHER JONES PROFESSORSHIP

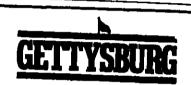
Nominations and applications are solicited for appointment to the enfessorship in Accounting.

The position is open to individuals with teaching and research interests financial accounting and auditing or information systems. The occupant will be a scholar with a strong track record in both teaching and research. Claremont McKenna College is an Independent, highly selective, coefu-cational, residential liberal arts college emphasizing government and eco-nomics. CMC is a member of The Claremont Colleges, the oldest educa-tional consortium in the United States.

Nominations and applications closing date is January 1, 1993. Submit résumé and letter of application to:

Professor Marc Massoud Claremont McKenna College 500 E. 9th Street Claremont, CA 91711-6400

Claremont McKenna College is an equal opportunity. affirmative action employer.



International Relations

The Department of Political Science invites applications for a tenure-track position, beginning fall semester, 1983. Rank is open, depending upon credentials and experience; those qualified for a senior position are especially encouraged to apply. The applicant should specialise in international political economy. Subfields, including geographical concentrations are open. The College is committed to building strong programs in public policy and global studies and seeks help in creating a program in International Studies involving faculty from other disciplines. Gettysburg College is a highly selective liberal arts college, located within an hour and a half of the Washington/Baltimore area. It is an equal opportunity, affirmative action employer; women and minorities are urged to apply. Applications received by September 30th will be given fullest consideration. Applicants should submit a letter describing their teaching and research interests, and vita to Kenneth F. Moit, Chair, Department of Political Science, Gettysburg College, Gettysburg, PA 17325.

#### **PSYCHOLOGIST II**

South Carolina Department of Corrections, Gilliam Psychiatric Hespital, Kirkland Correctional Institution, Columbia, SC 20210.

Master's Degree in Applied Psychology and two years of experience in the practice of applied psychology subsequent to the Master's degree or 80 semester hours of post-graduate racellt towards a ductorate degree in applied psychology. The term "applied psychology" is defined as those areas of specialization in the field of psychology which are designed to train psychologists to render client care. Needs a specialization in counsoling.

Salary range: \$24,035-\$36,052; 37.5 hours per week.

Duties: Responsible for intake evaluations of all admissions to the Unit. Provides psychotherapy and case management for assigned patients. Performs diagnostic work-up and formulates treatment plans in weekly treatment team and staffing conferences. Performs personality assessments of patients assigned to the MHU using both projective and standardized testing techniques. Performs intellectual assessments of patients using both projective and standardized testing techniques. Using appropriate test instruments, assesses the effect of organic impairment and psychological functioning. Conducts group psychotherapy with appropriate patients. Provides in-service training for lower schelon staff. Performs other related duties as required.

Mail resume to lock Service B. C. Den and Columbia SC 20202. Alia:

Mail résumé to Job Service, P. O. Box 587, Columbia, SC 29202, Alta: Ms. Lisa Hall, Job Order: SC100079B.

plant services report to the vice Changelior. The University of Minnescota, Morris is
an undergradate liberal arts institution loled. The campus community includes
The campus is academically risponse and
description and campus correct current
references must be received by Reptember
11, 1992. Write for a copy of the position
description and send or applications material to: Gary McGrath, vices
Chancellor for Student Affairs. University
of Minnesota Affairs. University
of Minnesota of Minnesota
Chancellor for Student Affairs. University
of Minnesota (Chancellor for Student Affairs, University
of Minnesota (Chancellor fo

INDIANA UNIVERSITY

#### Minority Faculty Recruitment Program for the Summer of 1993

Indiana University is seeking qualified minorities to participate in the 1903 summer sessious of its Minority Faculty Fellowship Program. The purpose of the program is to introduce to the Bioomington campus outstanding black, hispanic, and native American scholars to whom departments and schools might later offer faculty appointments. Each year, visiting fellows are invited to teach one class during the first (six week) or socond (eight week) summer sessions. The summer session provides the opportunity for Bloomington faculty to observe the work of individual fellows and for the fellows, in turn, to observe both the Bloomington faculty and Bloomington itself.

Individuals nearing completion of the doctorate and those who have completed the Ph.D. within the last four years are encouraged to ap-

The Fellowship nackage includes a summer salary equivalent to that ordinarily paid to an Indiana University faculty member of the same rank plus a \$3000.00 stipend. interested candidates should request an application from:

rested camilitates should request an application from:

Dr. Alberto Torchinsky, Director

Minority Faculty Fellowship Program

Indiana University

Memorial Hall West, Rm. 111

Bloomington, IN 47405

The deadline for application to the 1993 summer program
is October 15, 1992

## STLAWRENCE UNIVERSITY

#### American Politics/African-American Politics

The Department of Government at St. Lawrence University invites applications for a tenure track position in American Politics with a specialization in African-American Minority politics. Candidates should be prepared to teach introductory sections of American Politics and upper-division courses in African-American Politics. The teaching load is three courses per semester. Candidates who are ABD will be considered, but Ph.D. is preferred. Appointment is at the rank of instructor or Assistant Professor depending upon completion of degree requirements. Salary is competitive. Priority will be given to applications received by December 1, 1992. St. Lawrence is looking to remit faculty who can contribute to a multicultural curriculum and a diverse faculty. We strongly encourage candidates who have these strongths to apply. strengths to apply.

Candidates should send a letter of application, a curriculum vitae, references, graduate school transcript, teaching evaluations (if available), and examples of scholarship to:

Search Committee Chair Department of Governmen St. Lawrence University Canton, New York 13617

St. Lawrence University is committed to fostering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action emplayer, we specifically encourage applications from women, minorities and persons with disabilities.

#### **Language Training Supervisor Positions**

(1) Russian Language and (2) Turkic Languages of former USSR

The School of Language Studies, Foreign Services Institute, Dept. of State, is seeking applicants for two positions as Language Training Supervisor; one for Russian, the other for the Turkic languages of republics of the former U.S.S.R. Employment will be limited not to exceed two years (renewable).

The school of Language Studies is responsible for providing language training in more than 40 languages for the federal foreign affairs community. The incumbents of these positions will [1] assist in managing the Russian program and [2] manage the new Turkic language training programs. Major responsibilities are supervising language instructors, including recruiting, hiring, assigning work, and evaluation for promotion, retention, or termination; managing overall curriculum design and development of materials; training and counseling of teachers; and supervising, testing, and counseling of students.

Openings are available now. Closing date is Sept. 15, 1992. For a copy of the detailed announcement including application procedures and forms, call 703-876-5687.

Financial Administration: Bastyr College, a private, non-profit health sciences college in the beautiful Pacific Northwest seeks qualified applicants for the position of Finance Director. Our student population is approximately 250 and we offer secredited degree programs in Naturopathic Medicine, and Control of Private and College of Private

Forest Economics: Forest Products Analyst, Forest Products Development Center, School of Porestry, Auburn University. Position: The Forest Products Development Center of the School of Forestry invites spotications for the position of Forestry invites spotications for the position of Forestry invites spotiallow which is dependent upon the continuation of grant funding. Responsibilities: Perform analytical work sinced at facilitating prudent development of Alabamate's forest products industry. Approximately 20% of the insumbent's time will be devoted to computer modelling of various wood products assurate modeling of various wood products assurate including associated data base development and maintenance. The restability 50% will be allocated to various about-term pro-

#### **Norwalk Community College** Norwalk State Technical College A UNIFIED COLLEGE

orwalk Community College and Norwalk State Technical College located Southwestern Fairfield County, Connecticut, are in the process of merg-ig and will form a new, comprehensive community-technical college this

#### FACULTY POSITIONS

Responsibilities include teaching and related academic preparation of as-eigned classes, course development, and abudem academic advising. Ap-plicants must have a Bachelor's degree in the discipline plus 3 years'

- Electrical Engineering Technology
   Computer Systems Technology
- Mathematics/Science
- Civil Engineering Technology Data Processing

Starting Date: August 27, 1992

#### STUDENT SERVICES POSITIONS

Director of Academic & Career Counseling

Responsibilities include the planning, supervision and delivery of student services in the Academic and Career Counseling Center Applicants must have a Master's degree plus 3 to 8 years of related experience

Academic & Student Development Counselor

Responsibilities include the administration of the Student Activities Program and its especiated functions. Applicants must have a Mester's degree plus 2 to 5 years of related experience.

Student Development Assistant (Wellness-Student Activities)

Responsibilities include assisting in various functions of the Student Activities Office and in the funess, siniatic, and wellness programs. Applicants must have a Bachelor's degree plus 1 to 3 years of related experience.

Starting Date: August 24, 1992

TO APPLY: Send a letter of intent, resume, transcripts and names of 3 references to: Anita Schmidt, Director of Human Resources, Norwalk Community College, 188 Richards Ave., Norwalk, CT 08854.

Applications must be postmarked by August 16, 1892. NCC/NSTC is an affirmative action/equal opportunity employer m/f. Protected group members are strongly encouraged to apply.

COMMUNITY & TECHNICAL COLLEGES of CONNECTICUT



#### **MUSKINGUM COLLEGE** Head Volleyball/ Tennis Coach

Musikingum College seeks Head Volleyball/Tennis Coach to continue developing and enhancing the women's volleyball and tennis program. Muskingum College is an NCAA III there are institution tocated on 215 acres in southeastern Oldo and a member of the Oldo Athletic Conference. The volleyball program is an annual contender for conference championships and NCAA post-season play. The tennis program is a low-key program that still needs development.

Playing experience in college vollsyball required, coaching experience preferred. Master's Degree preferred. Tennis experience preferred but not required. One-year, full-time interim position. Interested candidates should fax pertinent information to:

Donna Nawberry Women's Athletic Director Recreation Center Muskingum College New Concord, OH 45762

PAX: (614) 826-8404 or call Donna Newberry at: (614) 826-8324

Applications will be accepted until the position is filled. E.O.E.

#### SERIALS ASSISTANT HEAD

Univ. of Penn. Challenging position in an active serials dept. Responsible for serials acquisitions & receipts & monitoring vendor performance. Assists in training & supervising clerical staff. Frequent interaction w/collection development staff. Qualifications: ALA-accredited MLS. 2-3 years' previous serials or acquisitions experience reqd. Demonstrated supervisory skills & experience reqd. Excellent oral & written communications skills essential. Good interpersonal skills & sensitivity in dealing w/staff & colleagues reqd. Exp. w/ automated systems, preferably NOTIS. Knowledge of pc software programs. Familiarity w/ RLIN prefd. Salary: Librarian II, hiring range \$27,800-\$36,200. Send ltr., résumé & 3 references to: Edna Dominguez, Personnel Admin., 3420 Walnut St., Phila., PA 19104-6206, Applications recd. before 9/14/92 will receive first consideration. U of PA is an AA/EOE.

iet work, including market atudies, cardial investment analysis, business feasibility analysis, plant location studies, and operations analysis. The position will involve moderate travel within Alahnma and occasional travel outside of the State. Onaffications: Minimum of MBA. MS in forest economics, or similar. Knowtedge of financial modeling techniques is required. Experience in computer modeling of manufacturing operations would be highly desirable. As ability to communicate and work with both industry and sordenic professionals is essential. A background in the forest

Library of Michigan

RO, Box 30007, 717 W. Allegan Street, Lansing, MI 4890

**Assistant Director,** 

**Public Services** 

The Library of Michigan is a dynamic state

the general public both directly and through state-

wide networking. The Library serves a diverse clientele through a research collection of 5.6 million

items, including major collections of state and federal documents, Michigan topics, genealogy,

newspapers, and public administration.

patron services.

ments highly desirable.

library serving the legislature, state government and

The Library is presently seeking an enthusiastic

proactive individual with strong administrative and

management skills to supervise public service staff as

Qualifications: Masters degree in Library Science

Interested persons should submit a resume to Ms.

well as the planning, analysis and coordination of

Salary: \$15.36-\$22.06 per hour (approx.

\$31,950-\$45,881 annual), plus excellent fringe

or Information Science from an ALA accredited program. Minimum of three years experience in

reference services. Minimum of three years supervi-

sory experience. Experience in government docu-

Robin VanAlstine, Personnel Officer, Library of

Lansing, MI 48909 by 5:00 p.m., August 28, 1992.

Equal Opportunity/Access Employer

**Associate Director** 

of Facilities Operations

**Engineering Services** 

The University of Kansas invites applications for the position of Associate Director of Facilities Operations. This department is responsible for the maintenance and support of academic, research, and office facilities covering 6.9 million square feet of space in 185 buildings on the Lawrence campus. The person in this position will be responsible for directing and administering the engineering support within the department. The Associate Director is responsible for providing technical support in the evaluation and improvement of existing electrical systems on the Lawrence campus and at Kansas University Medical Center. This person will actively participate in the planning, construction and commissioning phases of construction activities within the department and the university community, field inspection of systems including code complance, field inspection of construction projects and maintain records of existing systems to identify energy conservation opportunities. A staff of four to five will report to the Associate Director to assist in these duties.

Requirements include a baccalaureate degree in electrical engineering, mechanical contents of the contents o

Requirements include a baccalaureate degree in electrical engineering, mechanical ongineering or closely associated field from an accredited institution of higher education and be licensed as a professional engineer the State of Kansas, or be able to within six (6) months of appointment. The successful candidate must also have a demonstrative knowledge of complex high and low voltage electrical distribution systems, controls, and working knowledge of large building heating, ventilation, and air conditioning systems.

A competitive salary and excellent benefit and retirement package as provided by the Kansas Board of Regents is offered with this position. Qualified applicants should submit a letter of application, résumé, and names, addresses and phone numbers of three references to Mike Richardson, Chair—Search Committee, The University of Kansas, Facilities Operations, Lawrence, Kansas 66045. A complete position description is available upon request.

Deadline for receipt of application is September 1, 1992 with a tentative start date of November 18, 1992.

The University of Kansas is an equal opportunity, affirmative action employer. Applications are sought from all qualified persons, regardless of race, color, sex, disability, and, as covered by law, veteran status.

In addition, University policies prohibit discrim

Michigan, 717 West Allegan, P.O. Box 30007,

### **UNIVERSITY LIBRARIAN**

#### The University of Virginia Charlottesville

The University of Virginia welcomes applications and nominations for the position of University Librarian. The University seeks an individual of energy and enthusiasm to direct the Library's programs in support of the University's plan for the year 2000.

vidual of energy and enthusiasm to direct the Library's programs in support of the University's plan for the year 2000.

The University of Virginia Library includes the central library (Alderman), the undergraduate library (Clemons) and nine other school or departmental libraries (not including the independent libraries for law, health sciences, and graduate business). The University Librarian of \$10.4 million (Including an acquisitions budget of \$3.8 million) and collections of 2.6 million volumes. The Library's extensive rare book and manuscript collections include notable holdings with an emphagor Library and the Clifton Waller Barrett Library. The University Libraries, on American literature and history, including the Tracy W. McGregor Library and the Clifton Waller Barrett Library. The University Libraries, supports a wide range of sludent and faculty research programs, serving a student body of close to 18,000 and a faculty of over 2,000. The Library uses NOTIS for its online catalog, acquisitions, serials control and circulation, and for access to nine Wilson periodical indexes, Current Contents, and (by fall, 1992) ABilinform and Newspaper Abstracts. The Library is aggressively building its holdings of electronic materials, including numerous networked CD-ROM (Libes, The Electronic Text Center in Alderman uses the PAT/LECTOR is oftware to access the Oxford English Dictionery, the Chadwyck-Heaoftext and image lifes. Also located in Alderman are the University's scholars in using information technology), Rare Book School (former-ty at Columbia), and the Book Arts Press.

Responsibilities: The University Librarian is responsible for the leadership and managengment of the University Librarian is

Responsibilities: The University Librarian is responsible for the isadership and management of the University Library System; for formulating and ensuring the implementation of innovative, effective library services in support of instructional and research programs; and for sustaining and enhancing the level of excellence in existing library programs. The University Librarian reports to the Vice President and Provost and is a member of the Council of Deans.

Provost and is a member of the Council of Deans.

Qualifications: Candidates for the position should hold a master's degree in library science and possess substantial experience in academic library management or comparable activities. The University research libraries and higher education generally and with a demonstrated commitment to academic excellence, research, and scholarship. The ability to articulate a persuasive and achievable vision for the future and to work with the University administration and faculty, the library steff, and others to accomplish the vision is essential. The successful candidate should be able to guide and inspire library staff to develop imaginative, innovative, and responsive approaches to issues and opportunities. Candidates should have a solid understanding of information technology as well as traditional research library diverse constituencies, play a strong leadership role in the state, regional, and nellonal library ocoperation, and use management philosmodels. The University is now planning an ambitious capital campalgn, which will include the Library, so excellent fund-raising skills are also needed.

Position To Be Filled: January 1, 1993 or an excellent fund-raising skills

Position To Be Filled: January 1, 1993, or as soon theresiter as Salary: Salary will be commensurate with qualifications and experi-

Review of Applications: Review of candidates will begin on October 1, 1892 and will continue until the position has been filled. Each application must include a list of three references and a current résumé. Applications and nominations should be sent to:

As and nominations should be sent to:

Professor Carolyn M. Callahan
Chair, University Librarian Search Committee
c/o Office of the Provost
University of Virginia
P. O. Box 9014
Charlottesville, VA 22906-9014

The University of Virginia is an Equal Opportunity, Affirmative Action Employer. Applications from minorities, women, persons with disabilities, and Viet Nam-era veterans are especially welcome.

### ASST DIRECTOR OF RESIDENCE LIFE/ RESIDENT DIRECTOR

Reports to the Director of Residence Life; supervisa staff of six RA's; oversea all operational aspects of the Residence Life program, e.g. room assignments, billing, inventory; 12 month full-time position. B.A. degree with minimum two years Residence Life experience, Master's proferred. Excallent benefits include on-campus apartment and tuition.

#### ASSISTANT DIRECTOR OF STUDENT ACTIVITIES

Assist Director Student Activities: train and advise student Program Board; manage day-to-day operations of student center; assist in implementation of leadership development programs; policy formulation of student activities. B.A. degree with min 2 years exp. Moster's preferred. Some night and weekend duty required. Excellent benefits include on-campus apartment.



Send resume, including names of three references and salary requirements to: Human Resources

MANHATTANVILLE 2900 Purch COLLEGE Purchase

History: Assistant Professor of Associate Professor in U. S. diplomatic history, 193. Dottes: to teach one-year upper division survey course and two-sensitir sequence of systems to teach one-year upper division survey courses as required; supervise MA and Ph.D. statested and lower division survey courses as required; supervise MA and Ph.D. statested and investigation survey courses as required; supervise MA and Ph.D. statested and investigation supervise MA and Ph.D. statested professor-similicant profiles for states and the survey in African-Americal History; substantial similar supervises and the survey in African-American History in the field, including supervision of graduate students (Assistant Professor-sun History and develop upper-level and states and states and the field, including supervision of graduate students (Assistant Professor-sun History and develop upper-level and the field, including supervision of graduate students (Assistant Professor Sunday substants (Santy substants) as a substant Professor Sunday substants with experience places of substants (Santy substants) as a substant Professor Sunday substants with substant in page 197. Sunday substant page 197. Sunday substant page 197. Sunday substant page 197. Sunday substant page 19

DIRECTOR, OFFICE OF STUDENT LIFE

Search Re-Opened

LEWIS-CLARK STATE COLLEGE

**DIVISION OF STUDENT DEVELOPMENT** 

announcing

Qualifications: Master's in College Student Personnel Administration or related field required; Doctorate in same field or related field preferred. Three years' supervisory experience required in such areas as orientation, residence life, advising, counseling. Responsibilities: Personally responsible for orientation activities, residence life fiscal management, off-campus housing. Supervise staff of eight responsible for counseling, academic advising, minority affairs, student health center, residence life, intramurals/recreation, testing. Some responsibility for 504 activities. Reports to Vice President for Student Development and member of division management team. Salary is competitive. Start date in September

Applications will be accepted until position is filled. Résumés will be considered immediately upon recelpt. Submit a letter of application, current résumé, and names and phone numbers of three professional references to Dr. Mike Hostetler, Vice President for Student Development, Lewis-Clark State College, 500 8th Ave., Lewiston, ID 83501.

LEWIS-CLARK STATE COLLEGE IS AN AFFIRMATIVE ACTION, **EQUAL OPPORTUNITY EMPLOYER** Women and minorities are encouraged to apply.



#### LAMAR-ORANGE

#### **COORDINATOR OF ADMISSION SERVICES**

Applications are invited for the position of Coordinator of Admission Services at Lamar-Orange. Lamar-Orange is a lower-division, separately-accredited, community college component of the Lamar University system. The Coordinator reports to the Dearn of Student Services and is responsible for providing leadership and direction in the development and coordination of admission services.

Services.

The Coordinator serves as manager of Admissions and Records and Student Financial Aid; coordinates activities in the Admission and Records office and certifies official reports and data for students and the institution; coordinates including, but not limited to, all Federal and State grant and loan programs. Federal and State College Work-Study programs and Veterans program; and participates in recruitment, orientation, registration and related duties. Bachelor's degree required; Master's preferred. Should possess previous financial aid, admissions and records experience, preferably in a community college environment. Should exhibit office management skills, competence in the processing. Must be a skilled manager, providing the necessary leadership to motivation and good communication skills essential.

Submit résumé, transcripts, and three letters of recommendation by August Submit résumé, transcripts, and three letters of recommendation by August 28, 1992 to:

Office of Human Resources

Lamar-Orange 410 Front Street Orange, TX 77630

Equal Opportunity, Affirmative Action Employer

shorne, Chair, Search Counsistee, Department of History, Cleveland State University, Bast 24th and Buclid Avanue, Cleveland, Ohio 44115. Equal Opportunity Employer, mgfh.

History / African-American Stedies: Research Director and Visiting Lecturer. The Department of History at Duke University seek a Research Director for a three-year NEH-funded protect entitled "Behind the Yefi: African-American Life in the Jim Crow South". The applicant will be responsible for organizing seams of graduate trudents to document will be responsible for organizing seams of graduate trudents to document will be responsible for organizing seams of graduate trudents to document will be responsible for organizing seams of graduate trudents to document will be responsible for organizing the era of segregation. An aurent Declarate in a hospital students to document over the in linkory and culture of African-American southerners during the era of segregation. An aurent process of three references to the fillman fill. Resentive Miller Committee Service. School of Home Boomer and the era of segregation. P.D. In American Haltory of African-American studies and letter of interest to Irls Tillman Hill. Resentive Director, Center for Documentary Studies and Dake University, 331 West Main Street. Suits 311, Durham, North Carolline 27701. Per Information, call Darnell Armoult, 919, 678-9486. Applications deadline September 1992. Position begins at soon as possible.

Hotel / Restaurant / Iravel: University of Massachusetta at Amherat. Head, Department of Hotel, Restaurant, and Travel Admissistation. College of Food and Natural Rasources. Department Head to provide creative leadership in the scholarly design and advancement of the Department's teaching, research and Extension programs. Special straint in the siven to the development of an innovative and distinguished Ph.D. mursum. Doubrate required, Salary/rank commensurate with qualifications and experience. Position to

commence September 1, 1993, Applications accepted until position filled, interviews to begin Fall 1992. Submit application letter, vitae, and three letters of reference to Chaliperson, Search Committee, c/o Dean, College of Pood and Natural Resources, 117 Stockbridge Hall, University of Massachusetts (1003). The University of Massachusett of 1003. The University of Massachusett san Affirmative Action, Equal Opposition of Pennis Penn

and parental status.

al relations skills; and demonstrated ability to communicate effectively. Deadline Oc-tober 1, 1992 or until filled. Contact Cludi Penor Ceglian, Search Chair, Box 2218 Pugaley 119, South Dakota State Universi-ty, Brookings, South Dakota Stony for sa expanded announcement. AA/EBO En-

in, ancestry, age, sexual orientation, marital status

**BULLETIN BOARD: Positions available** 



#### University of Illinois Urbana-Champaign Student Financial Aid Administrator

Office of Student Financial Ald

Nominations and applications are invited for three positions of Student financial Aid Administrator of the Office of Student Financial Aid. Responsibilities common to all three positions are: Must be able to provide advice and counsel to all clients of the office, in person, by telephone, or through written correspondence. Will be expected to be knowledgeable about all major student ald programs. Will be responsible for supervising and coordinating all major student ald programs. Will be responsible for supervising and coordinating the staff efforts required to carry out program responsibilities. Will educate all staff regarding the programs they are responsible for. Will develop a through knowledge of legislation governing financial ald programs and need analysis methodology. Be able to exercise professional judgment when financial aid program guidelines do not seem to adequately address a specific situation. Represent the Office of Student Financial Aid on institution, state or federal advisory committees or at professional conferences or workshops.

Responsibilities Specific to Each Position: Responsibilities Specific to Each Position:

Student Financial Aid Administrator - Educational Opportunity Program. Has responsibility for administration of supplemental services offered by the Office to students participating in the campus Educational Concentrative Program.

tional Opportunity Program.

2. Student Financial Aid Administrator - Veterans Affairs. Has responsibility for administration of services for veterans applying for Veterans Educational benefits.

3. Student Financial Aid Administrator - Law/Education. Has responsi-bilities for services for students in the College of Law. Also administers a cluster of programs for students pursuing a career in education. The minimum qualifications common to all three positions are a Bachelor's degree required with a Master's degree preferred, and experience in financial aid counseling or administration.

Salary is commensurate with experience, with starting date as soon as order to receive full consideration, nominations and applications should e postmarked by September 18. Materials should be submitted to:

Jacqueline E. Bowman Arperson, Consultative Committee Office of Student Financial Aid Fourth Floor Fred H. Turner Services Building 610 E. John Street Champaign, IL 61820-5780 Telephone: 217-244-2024. The University of Illinois is an Affirmative Action,



#### **Associate Director** Testing and Assessment

Thomas Edison State College, New Jersey's State College for adults, is seeking an Associate Director of Toding and Assessment. The Associate Director eversives responsibility for the daily implementation of the College's portfolio assessment program and oversees test registration/administration. He/she reports to the Director of Testing and Assessment, and assists the Director in the planning and development of testing and assessment of the National Institute on the Assessment of Experiential Learning. The Associate Director also maintains a cascinal of student adistores in prior learning assessment. He/she represents the College in the national areas with regard to prior learning assessment.

Candidates for the position must have a master's degree from a regionally accredited college, doctorate strongly preferred, and excellent communication shifts. Also required is a minimum of five years of ancevested administrative experience on higher education, preferably in non-traditional higher education, at least two years of which has been at the supervisory or managerial level. Familiarity with prior formular seement is important. The ideal candidate also will have completed some formular informal attacky in the flotal of salut learning. Publications, presentations at professional conferences, and knowledge of ataisstical analysis and computers are desirable but not easential.

The salary range for this position is \$40,624-\$56,880. Women and minorities are encouraged to apply. The Deadline for applications is September 15, 1992. Please reply to:

Dr. Dobra A. Dagavarian Director of Teating and Assessmen 101 West State Street Trenton, NJ 08608-1176

#### DIRECTOR

#### URBAN SCHOOL DISTRICT ADVOCACY

Dynamic, people-oriented Director sought for the National School Boards Association's Council of Urban Boards of Education. Director will serve as the primary staff Ilaison, will develop and implement programming, draft copy for reports and newsletters and assist in developing advocacy strategles to advance urban education. Qualifications include experience in Issues unique to urban education, bachelor's degree is education, urban studies, or related field (advanced degree preferred,) and excellent oral and written communication skills. Send résumé, salary history, and writing sample to: Beth Mutrow, National School Boards Association, 1680 Duke Street, Alexandria, VA 22314.

search on human resources and education taxes in Africa, Adas, and Latin America. One position is for a person with an Ed.D. In international education, human resource economics, or education finance, particularly in the areas of planning and policy support. To apply the excess of planning and policy support. To apply the excess of planning and policy support. To apply the excess of planning and policy support. To apply the excess of planning and policy support. To apply the excess of planning and policy support. To apply for either position, and your resume with a letter of interest, and an example of recent of the excess of planning and work to RTI, Office of Homan Resources, P. O. Box 12194, RTP. North Carolina type of a position of the experience in developing countries is kinhly destrable, placency is a foreign language (praire and praire and planning of the experience in developing countries is kinhly destrable, placency is a foreign language (praire and planning of the experience in developing countries).

#### SAINT PETER'S COLLEGE

### DIRECTOR OF INSTITUTIONAL RESEARCH

Saint Peter's College, a Jesuit, Catholic institution with a 120-year presence in northern New Jersey, across the river from downtown New York City, invites nonductions and applications for the position of Director of Institutional Research. Saint Peter's College is a liberal arts institution which offers 34 laccalaureate degree programs in various areas of the humanities, social sciences, natural sciences, and business. The Director of Institutional Research is a full-time administrator who reports directly to the Assistant to the President for Planning. With the approval of the Assistant to the President for Planning, the Director of Institutional Research establishes which research projects are to be given priority and what timetables are to be followed.

Qualifications must include a bachelor's degree; a muster's degree in a relevant field is preferred. Candidates should have had experience in higher education research and possess strong research skills including a knowledge of statistics and of appropriate software and data base technologies, sound interpersonal and organizational skills, and the ability to communicate information clearly in numerical, graphical, and narrative form.

1. Designing and executing institutional research studies and serving as a clearinghouse for institutional surveys.

2. Research, verifying, and analyzing consistent studies and serving as a clearinghouse for institutional surveys.

3. Coordinating and preparing the responses to annual external reports such as IPEDS, college guides, institutional profiles, and so on.

4. Obtaining and analyzing the quantitative data needed for strategic planning, covering but not limited to areas such as institutional characteristics, enrollments, retention and attrition, graduation rates, outcomes, and staffing.

5. Producing and distributing an annual institutional Fact-Fact.

6. Writing reports to disseminate the results of research studies designed to support the decision-making process and policy formulation of the College.

SALARY: Commensumte with the candidate's qualifications and experience. Applications should be postmarked no later than September 17, 1992, and include a cover letter, résumé, and the names, addresses and phone numbers of three references. Send to:

Dr. Eileen L. Poinni Assistant to the President for Plauning Saint Peter's College 2461 Kennedy Boulevard

Jersey City, NJ 07306 Saint Peter's College is an Affirmative Action, Equal Opportunity Employer. It does not discriminate on the hasis of sex, marital status, religion or creed, national origin, physical handicap or veterans status.



#### **MUSKINGUM COLLEGE** Assistant Basketball/ **Head Soccer Coach**

Muskingum College seeks Assistant Basketball/Head Soccer Coach to continue developing and enhancing the women's soccer program and assist the nationally prominent basketball program.

Muskingum College is an NCAA III liberal arts institution located on 215 acres in southeastern Ohio and a member of the Ohio Athletic Conference. The basketball program is nationally prominent including a national numer-up firitsh in 1991. The soccer program is a relatively new program that is still in developed phases.

A college degree, basketball playing and coaching experience are required. Soccer expertise can be developed after hire. Nine-month, full-time contract. Interested candidates should fax pertinent information to:

Donna Newberry Women's Athletic Director Recreation Center Muskingum College New Concord, OH 43762 FAX: (614) 826-8404

or call Donna Newberry at (614) 826-8324 Applications will be accepted until the position is filled. E.O.E.

#### Counselor

Northern Illinois University is looking for a counselor for its CHANCE Program; providing academic and personal guidance to undergraduate students admitted to the university through Educational Services and Programs. This entry-level position provides a wide array of support services to students through individual counseling and small groups/workshops. Counselors also participate in the recruitment/admissions process, informational presentations to persons and summer orientations.

QUALIFICATIONS: Master's degree in counseling or student personnel; ex-perience working in youth services, high school or college-level counseling advising. Experience working with minority/educationally underprepared stu-dents seeking higher education preferred. Candidate must be bilingual/blcul-tural in Spanish.

DEADLINE: September 1, 1992. Anticipated starting date: October 1, 1992. To apply, send résumé, letter of application, and three recent letters of reference to: Mr. Leroy A. Mitchell, Director of CHANCE, Educational Services and Programs, Northern Illinois University, DeKalb, IL 60115. Northern Illinois University is strongly committed to the principles of Equal Opportunity, Affirmative Action, Title IX, Section 504.

Clearinghouse. Manager will oversee the creation of clearinghouse, set policies, prepare plans, identify information resources pare plans, identify information resources focusing on regional trade, inventment, oratival resource management and ministrated development, and implement alcorronized communication systems. Qualified candidate will have MA in International Relations or an MLS with reasearch and work exparience in Latin America; five to seven year management experience in clearing-house, information service, library, database or publications; experience to clearing-house, information service, library, database or publications; experience building/managing microcomputer database. Required: Spanish language flueory and United States citizenship. Preferred; Experience with Language flueory and United States citizenship. Preferred; Experience with creation/production of publications and experience with LANWAN. Equal Opportunity Employer, Principality and experience of the control of the static promote and experience of the control of the static promote and experience of the control of the static promote and experience of the control of the static promote and experience of the control of the static promote and experience of the control of the static promote and experience of the control of the static promote and experience of the control of the static promote and experience of the control of the cont

A list of application deadlines for grants and fellowships ---

every week in The Chronicle.

### Harvard Law School

#### **Assistant or Associate Director Harvard Law School Fund**

Harvard Law School seeks a highly motivated individual with direct fundraising experience to assume a critical position in the Fund, a major component of the School's five-year, \$ 150 million comprehensive campaign. With both class and program responsibility, the selected professional will recruit, manage, and maintain close personal contact with high-level. alumni volunteers to identify prospects, coordinate solicitations, produce communications, and develop other fundralsing strategies. Travel and close interac-tion with other Development Office departments will

Applicants must have a Bachelor's degree, a minimum of 2 years' direct fundraising experience (background within a private institution of higher education strongly preferred), and outstanding interpersonal, presentation, and writing skills. Applicants with 4+ years' appropriate experience will be considered for the associate level.

Competitive salary commensurate with experience; comprehensive benefits package. To apply, please send cover letter and resume to: Ms. Lori Benabou, Harvard Law School, Personnel Office, Langdell 100, Cambridge, MA 02138. Harvard University upholds a commitment to Affirmative Action and Equal Opportunity. Women and minorities encouraged to apply.

Harvard University

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#### **Alamo Community College District** LIBRARIAN

ALA-accredited Master's degree in Library Science. Two year's experience with library systems, NOTIS preferred; working of MARC formats and national standards for bibliographic records. Desire familiarity and experience with microcomputers, minicomputers software networks, client-server applications and telecommunications systems. Some evening/weekend public services rotation required. Applicants who previously applied for the Librarian (SAC) full-time faculty postton which closed March 13, 1992 need not resubmit as consideration will be given to qualifying applicants. Salary consistent with Board Approval.

Submit application and/or résumé, legible copies of qualifying docu-ments/transcripts & 5 references by August 28, 1992. Please submit to: Alamo Community College Dietrict HUMAN RESOURCES DEPARTMENT 811 W. Houston Street Sen Anlanio, Texas 78207-3033 EEO/AA

ment projects; serve as principal contact officer between the university and the Consortium for International Development; work with all units on campus to ensure active participation in international research and development activities; administer agracements with foreign universities; and represent CSU in all international research and development activities. Required qualifications: Post Graduate Degree, with Fh.D. proferred, in a discipling relevant to international research and development; minimum of five years administrative and budgetary experience with progressive expansion of responsibilities (preferably in the international around; demonstrated commitment to international around; demonstrated commitment of the program funding agencies and forcian government officials; proposal all line communication and experience. Application procedure: Department date: immediately, or as negotiated. Application procedure, Submit a letter of interest, résumé and armes, addresses to Chair, Search Contraite of International properties with program funding agencies and forcian accommunication appropriate communication and experience. Application procedure, Submit a letter of interest, résumé and names, addresses to Chair, Search Contraite of International properties with program funding agencies and forcian accommunication at later communication and experience. Application procedure, Submit a letter of interest, résumé and names, addresses to Chair, Search Contraited on International projects. Program funding agencies and forcian accommunication appropriation experience, excellent communication and experience, and repressonal atilia. Salary: Dependent upon communicion and experience, administrative communication and experience, and repressonal atilia. Salary: Dependent communication and experience with communication and experi

**Associate Director of Development** 

**Corporate and Foundation Relations** 

**Boston College** 

Boston College, a Jesuit university with 10,300 undergraduates, 4,100 graduate students,

and 950 faculty, seeks an experienced, energetic professional to help expand outreach to corporations and foundations. Boston College recently completed a 5-year, \$136 million

campaign, during which it was designated by the Council for Advancement and Support of Education as the best overall university development effort in the nation. Corporations

and foundations contributed \$28 million to the campaign total. Planning is under way to excand this level of giving significantly in the near future. The Associate Director will

play an important role, working closely with the Director of Corporate and Foundation Relations as well as an Assistant Director and Administrative Secretary. Major duties will

be proposal writing and editing; personal presentations to corporations and founda-

**BOSTON** 

COLLEGE

preferred. Travel is required.

Director of the

Office of Graduate Minority Affairs

University of Maryland at College Park

**Graduate Studies and Research** 

The Graduate School of the University of Maryland at College Park invites applications and nominations for the position of Director of its Officerof Graduale Minority Affairs. The University of Maryland at College Park (UMCP) is the flagility campus of the State of Maryland and is dedicated to excellence in research and education. The rampus has an encollament of over 9,000 graduals students, 1,150 of whom are members of πilmority groups, in its more than 90 graduate programs.

The Director will report to the Dean of Graduate Studies and Research and

are Director will report to the Dean of Graduate Studies and Research and serve as a campus resource to all graduate programs by coordinating efforts on increase the entellment and retention of graduate mitterity students at UMCP. The Director will be expected to initiate new programs, seek funding for these hittaives, and continue the successful programs at UMCP. The major programs currently coordinated by the Office Include the Campus-Wide Recruitment Committee; the Summer Undergraduate Research Program; and the Graduate Minority Visitation Program.

Candidates should have the terminal degree in their discipling. Depending upon qualifications, the person may also carry the title Assistant or Associate Dean. Salary will be commensurate with qualifications. The candidate should demonstrate successful administrative experience in positions of responsibility, accomplishments in, and commitment to, affirmative action, and excellent oral and written communication skills.

A letter of interest, résumé, and the names, addresses, and telephone numbers of three references should be sent to:

Search Committee Graduate Studies and Research 2133 Lee Building University of Maryland at College Park College Park, Maryland 20742 Attn: William Bradford, Ph.D.

Applications should be received by September 14, 1992

The University of Maryland is an Equal Opportunity

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tions; and provision of in-house counsel to faculty, senior administrators.

and volunteers. Requirements include a strong commitment to higher

aducation, a bachelor's degree, and at least three years of experience in soliciting major gifts from corporations and foundations, or

equivalent experience at a donor organization. A higher degree is

Boston College offers competitive salaries and comprehensive

Please send two copies of both a cover letter and a resume to:

benefits, including tuition programs for employees, spouses and

children; 22 days' vacation and wide range of insurance programs.

Richard Jefferson, Director of Employee Relations, Human Resource Department, Boston College, More Hall 315, Chestnut Hill, MA

02167. Application deadline is Wednesday, September 9, 1992.

Boston College is an Affirmative Action/Equal Opportunity

A Jestik University

#### **UNIVERSITY OF MINNESOTA** OFFICE OF DEVELOPMENT

This individual would also serve as a Vice President of the University of Minnesola Foundation. BACKGROUND

The University of Minnesota Foundation serves as the central development office for the University of Minnesota. The Foundation is a non-profit charitable curporation formed in 1962 to encourage private support for the University. Gifts from individuals, foundations, and corporations are used to create and build a margin of excellence in the University's teaching, research, and public service programs. During fiscal year 1992, approximately 60,000 donors contributed about \$60 million in current and deterral gifts to benefit the University of Minnesota. Foundation assets exceed \$300 million, including endowments and trusts of over \$250 million.

#### IOB DESCRIPTION

411

This position reports to the Associate Vice President for Development of the University, who also serves as President of the University Foundation, Major responsibilities include:

- Provide executive leadership for planning and directing communications, donor recognition and special event strategies that incorporate market research and utilize communication themes, activities, programs and policies that recognize and encourage philanthropy among the variance constituence.
- Participate as a member of the UMF senior staff in setting overall direction for development functions, establishing key policies and priorities, and advising the UMF President.
- Maintain collaborative relationships with other University external rela-tions staffs, as well as collegiate and campus personnel, to ensure courdi-nation of major outreach strategies.
- Perform administrative and supervisory functions, managing all personnel reporting to this position.

This position requires expertise in strategic thinking, project management, communications and public relations, interpersonal skills, and the ability to perform effectively in a large, complex organization. The individual must also demonstrate personal qualities of integrity, ability to operate in a collaborative environment, flexibility, and devotion to the mission and role of higher education.

#### MINIMUM QUALIFICATIONS

- Bachelor's degree.
   8 years' experience in institutional environments demonstrating leader-ship ablifities in public relations, communications, marketing, or donor
- ship abilities in public relations, territories in public relations functions.

   3 years of supervisory and management experience.

   Well-established competencies in writing, editing, presentation skills, and knowledge of graphic design and print production. PREFERRED QUALIFICATIONS
- Advanced degree.

  Experience in a highly sophisticated fund-raising organization in the private or public non-profit sector.

  12-15 years' rolated professional experience with established performance record in a management position.
- Salary will be commensurate with experience and qualifications.

Applications, consisting of a letter and current resume addressing qualifica-tions, should be sent to:

Dan Wackman, Ph.D.
Chair, Search Committee for the
Vice President, Communications and Donor Relations
University of Minnesota Foundation
1300 South Second Street
Minneapolis, MN 55454-1029

Applications must be postmarked by August 28, 1992.

The University of Minnesota is an equal opportunity educator and employer.



#### Wellesley College Office of Admissions Senior Assistant/ **Assistant Director**

Primary responsibilities include coordinating and maintain-ing computer systems, statistical analysis, liaison with Admin-istrative Computer Office (AIS), overview and training of staff with system, travel, interviewing, application reading and decision making.

Requirements: BA required. Three to five years of experience preferred. Strong computer and organizational skills as well as quirements na required. I arec to nye, dened, Strong computer and organizati terpersonal and communication skills.

if interested send cover letter and resume to: Patricia R. Basque, Manager of Employee Relations, Wellesley College, Wellesley, MA 02181 by 8/21/92.

Welleslay College especially welcomes applications from ethnic mimorities and women.

Wellesley College

interpreter Trainings interpreter Educators of Trainings Program, Department of Rehabilitation at the University of Archanass at Little Rock amounces a full-time faculty provided in the area of interpreter preparation and training of educational faculty provided in the area of interpreter preparation and training of educational faculty residences, beginnings August 16, 1992. Responsibilities: Coordinate project acquires and supervise practices minimum and supervise practices minimum, and supervise practices minimum, and supervise practices minimum, and supervise and teach specialised coursess/workshops in educational interpreting. Identify, revise, develop and/or assist in producing interpreting educational interpreting and other related instructional materials. Qualifications include proficiency in American Significant Coordinate including advantages and or and the profit of the statement of the second of the se

ness to prepare for the RID national certification test required. Sainry is negociable. Twelve (12) month appointment. A comprehensive frings benefit program is available. Please call if interested and send a letter of application and risums with reference contacts to: Myrn Taff-Watson, Project Director, University of Arkansas at Little Rock, 2601 South University Avenues, Little Rock, Arkansas 73204; (501) 569-3160 (V/TDD). Review of applications will begin immediately and continue until position is filled. This project is supported in part by training await number 1625/L1002 from the Office of Special Education and Robbilstative Services, Department of Education, Washington, D.C. The University of Arkansas at Little Rock is an equal operating, affernative action employer and actively seeks the candidacy of minorities, women and persons with disabilities. Under Arkansas law, all applications are subject to disclosure.



#### Louisiana State University **DIRECTOR OF TECHNOLOGY TRANSFER**

The LSU Office of Research and Economic Development is seeking applica-tions for the position of Director of Technology Transfer. The goals of the Office of Technology Transfer are twofold. The principal goal is to work with industry to make the results of LSU research available to public use and benefit. The second goal is to utilize technology transfer techniques to secure unrestricted income for LSU research and educational purposes.

DUTIES/RESPONSIBILITIES: The Director of Technology Transfer will work with faculty and staff to promote and facilitate the disclosure and licensing of intellectual property development at LSU. The Director will assist in securing patents and copyrights for research conducted at LSU, evaluate the commercial potential of LSU research results, conduct market research, develop licensing plans, market LSU research to industry and negoriate and administer licensing agreements. The Office's support staff includes an associate director and clerical staff. The Director reports to the Vice-Chancellor for Research and Economic Development.

Vice-Litancetor for tresearch and aconomic 1-everopment.

QUALIPICATIONS: The Director must have a B.S. degree, although an M.S. or an M.B. A. is highly preferred; a minimum of five years' experience in industry or in the field of technology transfer; knowledge of the technical, legal, and marketing aspects of developing and licensing university-generated research; outstanding human relations skills; the maturity and judgment to handle complex interpersonal and interorganizational issues; and a strong commitment to LSU's research and economic development mission.

APPLICATION DEADLINE: Submit a letter of application, a current résumé and a list of three references with names, addresses and phone num-bers no later than August 22, 1992, or until position is filled, to:

James H. Albins
Executive Director for International Development
Office of Research and Economic Development
Louisians State University
Baton Rouge, LA 70803

LSU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



#### Director, Industrial and Service Occupations Division

The Director of Industrial and Service Occupations is responsible for the instructional programs assigned to the Division, sponsored activities and programs, instructional equipment and vehicles, development and management of the divisional budget, supervision of curriculum and course development, faculty supervision and evaluation, in-service instituting and teaching as required, and instructional safety curriculum and issues within each program area of the Division. Minimum Qualifications:

- Mester's degree
   Three years' teaching experience at secondary or community college
- level

  One year's administrative or supervisory experience in a community college or similar institution

  demonstrated shillty to communicate effectively with a diverse faculty, students, administrators, peers, and the external community. Application materials must be postmarked no later than August 21 for consideration. This is a full-time administrative position under a 12-

For more information, please call the Human Resource Services Office Pikes Peak Community College Colorado Springs, Colorado

Phone (719) 540-7557 TDY (719) 540-7561

An Equal Opportunity, Affirmative Action Employe

#### **Director, Student Success Programs**

Direct the Student Services, College-Wide Retention Center. Identify students in academic jeopardy and to develop individual educational plans; provide individual and group counseling; provide academic support services such as courses and workshops; work with faculty to design and provide retention strategies. Master's degree in Counseling, Psychology or related field required. Minimum of two years' directly related experience. Preference to applicants with community college experience working with at-risk students.

#### **Director, Personnel Services**

Administer college's compensation, classification, fringe benefits, employ ment, and performance evaluation programs. B.A. In human resource man-agement, or a related field required. Master's degree desired, Five years of administrative or staff experience in personnel services including 3 years of supervisory and/or administrative experience preferably in a community col-lege setting.

For an application or more information, contact McLennan Community Col-lege, 1400 College Drive, Waco, Texas 76708; (817) 750-3505. An Afilma-tive Action, Equal Employment Institution.

Learning Disabilities: Coordinator—Learning Plus, University of Hartford. Learning Plus provides sendesnic aupport services to attridust with learning disabilities. The Coordinator is responsible for identifying students who are eligible for special services because of specific learning disabilities; coordinating direct services to those structures; consulting with fixulty and staff about the nature of learning disabilities; and maintaining all aspects of an efficient, flexible program. A doctorate in learning disabilities and experience at the post-secondary level is preferred. The search for the position will begin August 1992 and continue until a qualified applicant is se-

lected. The University offers a full benefit package including tuition remission for employee and eligible dependents. Send two reasons, two cover letters, three references, and salary requirements to: Mark Borzi, University of Hartford, 200 Bloomfaid Avenue, West Hartford, Connectiout 06117. EOE Employer.

Learning Resources: Learning Center Teacher, Non-tenure-track position to into students in the Learning Resources Center of Arkansas State University-Beebe Branch/Newport. Master's descree and the ability to luter in one or more of the following areas is required: reading, math, or

current enrollment of over 1,500 students, a two-year branch campus of Arkanyas State University at Janasboro, is located IS miles northeast of Little Rock. The Newport campus is located in Newport, 60 miles northeast of Beebe. Send letters of application, relatences to: Learning Center Search Committee, clo Department of Personnel Sarvices, Arkansas State University-Beebe Branch, P. O. Drawer H. Beebe, Arkansas 72012. AA/ROR.

Lagai Associate Director of Affirmative Action. Duties include: 1) implement appropriate AA procedures in searches and afters; 2) counsel and mediate increase and afters; 2) counsel and mediate internal discrimination grievances; 3) investigate internal grievances; 4) administer office personnel matters; 3) coorduct educational promining of file required reports; 7) act in the absence of the Assistant to the Chancellor and Director of Diversity and Affirmative Action; and 8) such other duties and responsibilities as may be assisted. J.D. or other graduate degree is required. The successful candidate should demonstrate the ability to analyze factual situations, apply appropriate law, and provide advice resurding affirmative action, branfits, termination, discrimination, benefits, and other employment related matters. Knowledge of affirmative action and multiculturalism high degree of diplomacy, judgment, and

English, Initial screening will begin August 25 and continue until the position is filled.

Arkansas Sine University-Roobe, with a communicate clearly and effectively both and the communicate clearly and effectively both communicate clearly and effectively both orally and in writing are required. Send letter of nomination or application with resume, and names and addresses of three references to: Search Committee Co-Chair, Carmen K. Maurer, University of Nebrasta-Lincoln, 127 Administration, Lincoln, Nebraska 68388-0437. Review of applications will begin on September 30, 1992, and continue until a satisfactory candidate is found. The University of Nebraska-Lincoln is committed to a pluralistic campus community through Affirmative Action and Squal Opportunity and is responsive to the needs of dual career couples.

iteads of dual career couples.

Library: Electronic Services Librarian, New York University Libraries, Flan, develop coordinate, promote and evaluate electronic services to users including online. CD-ROM, electronic text and other more specialized PC-based resources. Administrative responsibility for Microcomputer Center with staff of 3 administrative technicals and 20 students; participate in public service and reference assistance, user training, materials selection and library instruction and orientation; assist in policy development and implementation. Requires ALA accredited MLS, subject Master's required for tenture; minimum 4 years progressively responsible experience in reference and information services in a large research library; excellent communications skills; ability to administer a com-

#### International Student Center

Director

The International Student Centor is the primary source of information and support for over 2,000 foreign nationals at Northeastern University.

The Director has oversight responsibility for the Center and its staff and works with all areas of the University to develop programs, policies and procedures to facilitate the arrival and adjustment of international students and foreign nationals, enrich their American educational experience, and bring the benefits of international educa-tion to the Northeastern University community.

The Director of the International Student Center i

- overseeing the Center and its staff;
- overseeing the Center and its stall;
   providing leadership in the University's efforts to internationalize its programs and services;
   providing a full range of administrative and support services with a focus on immigration advising, counselves with a focus on immigration advising, counselves. seling (financial and personal), orientation and other
- educational programming;

   assuring the University's compliance with all state and federal regulations governing the admissions and hiring of foreign nationals.

This position carries the rank of Assistant Dean of

QUALIFICATIONS: Master's degree in Student Personnel or related field, Doctorate preferred. Minimum of seven years of experience in foreign student advising with at least four years of experience in management and supervision. Strong background in U.S. Immigration regulations and procedures. Demonstrated commitment to international education with overseas living experience

To assure full consideration, submit a letter of application and resume by September 15, 1992 to Dr. Karen Rigg, Dean of Students, 170 Ryder Hall, Northeastern University, 360 Huntington Avenue, Boston, MA 02115. Northeastern is an Equal Opportunity/Affirmative Action, Title IX University.

### Northeastern University

#### SPECIALIST, VOLUNTEERISM AND LEADERSHIP DEVELOPMENT

The Institute for Leadership and Volunteer Development is inviting applica-tions for the position of Specialist in Volunteerism and Leadership Devel-

THE UNIVERSITY: Virginia Polytechnic Institute and State University (Virginia Tech) is located 38 miles southwest of Roanoke, Virginia, in the New River Valley of the Appalachian Mountains. Its land-grant mission is accomplished through instruction, research and public service. The Institute for Leadership and Volunteer Development is one of four units delivering public service programs to Virginians. service programs to Virginians.

THE POSITION: Twelve-month, continued-appointment track position. Responsibilities include: (a) providing consultation for developing leadership and volunteer-assisted programs; (b) training and training-design assistance for non-profit organizations; and (c) conducting research in the areas of leadership development, public service and/or volunteerism and encouraging others to do the same. **DESIRED QUALIFICATIONS:** 

- An earned doctorate related to Adult Education, Sociology, Community Development, Leadership Development or Volunteerism, preferred.
   Practical experience in leadership, volunteerism and public service.
   Experience in program development and evaluation.
   Demonstrated ability to work with faculty, students and the public.
- Salary commensurate with qualifications and experience; includes an excel-lent fringe benefits package. Appointment by September 30, 1992, preferred, and no later than October 15, 1992.
- Interested persons should submit by August 31, 1992, a letter of application; current résumé; and the names, addresses, and telephone numbers of three references to: Dr. Oscar M. Williams; Director, Institute for Leadership and Volunteer Development; Donaldson Brown CEC, ILVD Suite; Virginia Polytechnic institute and State University; Blacksburg, VA 24061-0150.

Virginia Polytechnic Institute and State University is an EO/AA employer and actively solicits applications from qualified women and minorities.

## **DIRECTOR OF EMPLOYEE BENEFITS**

The University presently spends \$87 million annually for its comprehensive employee benefits program covering 7,000 full-time employees. Duties include: supervision of 18 staff members, consultants and actuaries; planning and budgeling; responding to governmental initiatives affecting benefits; and furnishing leadership in designing proposed changes in employee benefits. The successful applicants will have a Bachelor's degree in a related field, demonstrated successful leadership, and a minimum of ten years' experience administering a comprehensive benefits program for a large organization, preferably a University. In the alternative, applications of persons having CFO experience and oxionative, in the alternative, applications of persons having CFO experience and oxionative benefits involvement will be considered. Send resume and earnings history (required) to: Dr. Roosevelt Thomas, Jr., Associate Vice President for Fluman Resources and Affirmative Action, 1507 Levante Avenue, Coral Gables, Florida 33124-1410.

The University of Mismits an Affirmative Action, Equal Opportunity Employer

Mami Mani

The University of Miard is an Affirmative Action, Equal Opportunity Employer and a Drug/Smoke Free Workplace.

#### DIRECTOR VETERANS UPWARD BOUND PROGRAM

Provide overall planning, supervising, and evaluation of federally funded Veteran's Upward Bound Program. Qualifications: Mastar's Degree in administration, counseling, or related area with two years' experience in educational programs which emphasize individual learning experiences: Experience in more than one of the following areas is strongly preferred: working with traditionally underrepresented populations; as a veteran; working with programs that serve veteran; working with lederal regulations, managing budgests; administration of one of the TRIO programs. The Director has ultimate responsibility for the total VUB project, and devotes 100% of his/her contract time to the project. Salary: \$32,000. Twelve month, full time position. Project will be administered from Billings, MT. Anticipated starting date is September 1, 1992, or as soon thereafter as successful candidate is available. Send letter of application, résumé and names of three professional references to: VUB Director Search Committee, clo Dee Ann Turck, Director, Human Resources Services, Northern Montana College, Havre, MT 59501. Screening of applications to begin August 17, and remain open until a successful candidate has been selected. AA/EEO employer.

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instruction, computer and networking anfile including flow weeks annual vecation.

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Again 11, 1972 to: Mrs. Allec Deich, Litray Personnel Director, NYU Libraries,
Washington Square South, New York,
New York 10012, NYU encourages appliticknop sumbers of mismority groups.

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### The University of Texas at Arlington

**DIRECTOR OF LIBRARIES** 

The University of Texas at Arlington Invites applications and nominations for the position of Director of Libraries. The University of Texas at Arlington is the fifth largest university in Texas and the second largest in the UT System. Located in the geographic center of the Dallas/Fort Worth metroplex, the University enrolls over 21,000 undergraduates and 4,000 graduates in 51 bachelors, 56 masters, and 19 doctoral programs. The faculty numbers about 900 part- and full-time members

The Director of Libraries reports to the Vice President for Academic Affairs and manages a central tibrary facility and two branches with a collection of over one million items and 5,800 periodicals and other serials. The Library includes a division of special collections and archives and is a federal and state government depository. It has a fully implemented NOTIS system, an operating budget of \$3.6 million and a staff of 107, including 38 professionals.

#### Qualifications:

- Demonstrated commitment to academic excellence, scholarship, research and the support of graduate and undergraduate instruction;
- Master's degree from ALA-accredited program; doctorate also professed;
- Extensive and varied professional library experience including at least five years of administrative experience with fiscal planning, program development, and personnel management of an academic or research library;
- Knowledge of current trends and experience in application of automated and electronic
- Proven leadership ability and superior communication skills;
- Commitment to participatory management;
   Evidence of ability to interact effectively with all segments of the university community;
- Record of active participation in the profession at the regional and national levels;
   Strong commitment to professional and staff development;
- Demonstrated success in obtaining alternative funding for library development.

Salary: Open and competitive; 12-month contract, comprehensive benefits program. Review of applications and nominations will begin on November 1, 1992 and will continue until

the position is filled. The proferred starting date is on or before September 1, 1993. Applications should include a complete resume and the names, addresses and telephone numbers

Send applications and nominations to Dean Bob F. Perkins, Chairman, Director of Libraries Search Committee, The Graduate School, The University of Texas at Arilington, P.O.Box 19167, Arlington, Texas 76019.

The University of Texas at Arlington is an AA/EO Employer.

#### **DIRECTOR**

The University of Tennessee Press

The University of Tennessee seeks candidates for the position of director of the University of Tennessee Press. Experience and abilities should include:

- Providing creative and innovative leadership for a staff of 11 in acquiring, editing, designing, producing, and marketing 30-35 titles per year;
- 30-35 litles per year;
  enhancing a growing electronic publishing program and exploring new technologies and opportunities in publishing;
  strongthening the press's relationships with the faculty, the administration, and the community
  Commitment to continued publication of high-quality books in American studies, roligious studies, American history, Appaischian studies, Civil War studies, African-American aludies, women's studies, folklore, anthropology, Native American studies, political science, English and American literature, and other areas in consultation with the editorial board;
- Significant experience in scholarly monograph and trade publishing... five or more years.

Letters of application along with current curriculum vitae; names, addresses, and phone numbers of three references; and a statement culling the candidate's views on university publishing must be received by August 30, 1992. Send all nominations and applications to:

August 30, 1992. Send all nominalions and applications to:

Dr. Katherine High

Search Committee Chair

Office of the Senior Vice President

The University of Tennessee

823 Andy Holt Tower

Knocville, TN 37998-0184

Phone: (615) 974-3211 Fax: (615) 974-3213

Public Disclosure: Documents related to this search are subject to inspection by citizens of Tennessee under the state's Public Records Act.

THE UNIVERSITY OF TENNESSEE IS AN EQUAL EMPLOYMENT OPPORTUNITY, A FFIRMATIVE ACTION, TITLE IX, SECTION 504 EMPLOYER

achool; familiarity with NLM classification and MeSi-i; knowledge of OCLC and CAT-LINB; knowledge of Soptications of computer technology to library operations; and Provy years' catalogians experience, Demonstrated management experience including translations and sitile, supervision, interpersonal relations and deficed SalaryBenedit: This is a faculty appointment with appropriate rank and privilence. UrbMC offers a benefits package including 24 days' vacation, 12 holidays and a generous sick leave policy, Medical, deptal and other insurance packages are available. Minimum salary 127,300. Setting: The University of Nebrasia Medical Center is Omanis's Alb largest employer with over 5,000 employees. The McGoogna Library of Medicipe employs 50.35 FTR staff, uses the LIS integrated fibrary system and stilvely utilizes computer technology. Contact: Review of applications will begin in August and con-

Editor



#### ASSISTANT DIRECTOR OF HOUSING AND DINING SERVICES FOR RESIDENCE LIFE

Background: Kansas State University is a large multipurpose state university. K-State was founded as a land grant institution in 1863. The university enrolls approximately 21,000 students on both the main campus and a satellite campus located in Salina. Kansas. The Department of Housing and Dining Services houses approximately 4,000 students in 10 residence halls, one scholarship house and services three dining lacilities. The department also has responsibility for twenty-lour family living units housing approximately 1,000 tendals.

Dulies and Responsibilities: The Assistant Director is responsible for coordinating all functions within the residence life component of the department. The Assistant Director is part of a management team that directs dining services, maintenance and housekeeping, personnel and payroll, business operations, summer conferences, accounting, computer support services, and family housing. The Assistant Director reports directly to the Director of Housing and Dining Services.

ices.
Responsibilities include the selection, training and supervision of professional hall director staff, graduate assistant staff and numerous student employees. This position provides direction for all leadership, advising, student development and disciplinary programs for the residence life area. The Assistant Director regulates specific budget entities for residence life in a departmental budget of approximately 13 million dollars. The Assistant Director is also responsible for coordinating and participating in staff development training, a staff training class in the Department of Counseling and Educational Psychology, university committees and strollinent management programs related to the orientation, recruitment and retention of students.

Qualifications: A master's degree in student personnel, higher education administration or related field is required. A minimum of five years' full-time, post master's work in housing administration is required. Demonstrated ability to work with a comprehensive management isom representing an auxiliary enterprise. Proven ability to integrate and implement current student development theory and practice with quality customer service.

Remuneration: The Assistant Director appointment is a full-time, twelve month appointment at a salary commensurate with background and experience. The university also provides a benefit package including retirement options, sick leave, annual leave and insurance programs.

Inquiries/Applications: For additional information or to make appli-cation please contact:

Search Committee
% Dr. Chuck Werring
Director of Housing and Dining Services
Pittnan Building
Kansos State University
Manhattan, Kansas 66506-4601
(913) 532-6453

Candidates should include a letter of application, a résumé and the names, addresses and phone numbers of three references. Application deadline is September 1, 1992. Anticipated starting date is January 1, 1993.

Kansas State University is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.



#### SENIOR RESEARCH ANALYST

Embry-Riddle Aeronautical University is currently seeking a Senior Research Analyst to provide support for inatitutional Research and Effectiveness Office in research, training and survey-related activities. This includes working with faculty, staff and administration in implementing institutional effectiveness and TQM at the University. Survey research entails design, administration, analysis, report preparation and presentation of results.

Qualified applicants must possess a Master's degree (preferably Cualified applicants must possess a Master's degree (preferably in statistics, computer science, mathematice); college level teaching experience; knowledge of IBM personal computer operations and software packages, and knowledge of methods of statistical analysis and software packages (SPSS, SAS, etc.). Experience in institutional Research is helpful. Salary in the low 30's. Please submit a letter of application, resume and a list of three references to: Human Resources Department FIEP, Embry-Riddle Aeronautical University, 600 South Clyde Morris Bivd., Daytons Beach, Florida 32114-3900.

Women and minority group members are encouraged to apply. EQE.

Interested candidates should submit a letter of application, résumé and names of three references no laier than September 15, 1992 to:

Serious Claric description: Has responsible in a variety of formus, language of the catalogies and chastification in a variety of formus, language of the professional participates in developing deprine, resistant policies and receives, agenting the catalogies and chastification of materials, and control of the catalogies of serials. Required this representation is an advantage of the Catalogies of the Catalogies



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#### CONTROLLER

Applications and nominations are invited for the position of Controller of Rice University. Reporting to the Vice President for Finance and Administration, the Controller is responsible for the University-wide administration of all accounting and financial reporting operations including, but not limited to, general accounting, accounts payable and receivable, payroll, grant accounting, endowment accounting, financial reporting, audit, and financial analysis.

The responsibilities of the position initially include a leadership role in the design and implementation of a new computer system for financial accounting and reporting.

The successful candidate will have strong interpersonal, managerial, and technical accounting skills. A Bachelor's degree is required with a CPA and/or Master's degree preferred. Knowledge of fund accounting and experience in higher education area preferred but not required. A minimum of five years' management level experience is expected. Demonstrated success in implementing computer and accounting systems is desired.

By combining the best qualities of a major research institution with those of an intimate liberal arts college, Rice University has become one of the premier universities in the United States. Rice benefits from an endowment of over \$1 billion. The 300 acre, tree-covered campus is located three miles south of downtown Houston.

Applicants should send a letter of introduction, a résumé and, if possible, a list of names, addresses, and telephone numbers of three refer-

Bala G. Dharan, Chair, Controller Search Committee Rice University P. O. Box 2666 Houston, Texas 77252

Rice University is an equal opportunity, affirmative action institution

#### **Director of Athletics** University of California, Irvine

The Director Athletics provides managerial leadership for an NCAA Division I program which competes in the Big West Conference. A major emphasis for the Director over the next few years will be developing private support for athletic scholarships in the range of \$500,000 to \$1,000,000 annually, while delegating much of the internal departmental management to assistant directors.

Qualifications: Preferred candidates will be those whose experiences dem

- 1. Effective leadership in the management of an NCAA Division I
- The ability to secure private support for athletics in the range of \$500,000 to \$1,000,000 annually.
- 3. Success in balancing a complex, multi-source budget

 Commitment to a student-aithlete philosophy of athletics within a diverse educational environment. latment and Salary: Position available immediately; salary commen with professional experience and qualifications.

Application Deadline: Applications and quantitions must be postmarked (or faxed) by September 1, 1992 to ensure full consideration. Applications must include a resume, the names of three references, and a summary of applicant's experiences related to the qualifications listed above. Mail to:

Search Committee for Director of Athletics
Office of the Vice Chancellor-Student Affairs and Campus Life
405 Administration Building
University of California, Irvins
Irvins, California 92717-4600
FAX: (714) 725-2763

UCI is an Affirmative Action, Equal Opportunity Employer and seeks a diverse pool of candidates.

#### Director of Annual Giving

Lake Forest College has an immediate opening for the position of Director of Annual Giving. The Director of Annual Giving is responsible for planning and implementation of the annual giving program and its related activities, including development of successful strategies for expanding the annual fund. Additional duties include coordination of class reunion giving programs and personal solicitation of annual fund gifts.

tund guts.

As a member of the advancement team, the Director of Annual Giving will have exceptional speaking, writing and organizational skills, the ability to recruit volunteers and work effectively with many constitutionaties. A bachelor's degree and fund-raising experience are required. The Director of Annual Giving will report to the Director of Development.

College Periodical

Skidmore College is seeking an editor for Skidmore Scope, the college's main periodical, published six times a year for alumni, parents, friends, and the campus committy. for alumni, parants, friends, and the campus community. Scope is an award-winning, tabloid-sized publication that presents the people, programs, and activities of a lively academic community through news stories, feature stories, profiles, etc. The Editor plays an important role in conveying the philosophy and goals of the college.

Responsibilities: Serves as both a strategist and a Responsibilities: Serves as both a strategist and a hands-on manager in overseeing all aspects of the publication. Responsibilities include writing, editing, developing production schedules, and planning content in relation to institutional goals. Also manages photography, graphic design, print production, and budget. Works closely with Office of Development and Alumni Affairs and directs activities of the Scope Advisory Board. Also maintains communication with students, faculty, and staff. Reports to the Director of College Relations and oversees the work of the Associate Editor. Works closely with in-house staff for writing and graphic design. Takes an active interest in the intellectual and cocurricular life of the college.

Qualifications: Bachelor's degree with a minimum of four years of experience in writing, editing, or publications management, preferably in higher education. Thorough knowledge of grammar, mechanics, and style. Ability to write in a lively and engaging manner. Familiarity with computer applications, as well as photography, graphic design, and print production. Strong interpersonal and management skills. Appreciation of the unique nature of a liberal arts college.

Send resume and sample of work, including at least three writing samples to: Personnel Services, C62CI, File #50, Skidmore College, Saratoga Springs, NY 12866. Review of applications to begin Sept. 1, 1992. Skidmore College is an affirmative action/equal opportunity employer and educator.

SKIDMORE

#### DIRECTOR. DIVISION OF **BIOLOGICAL INSTRUMENTATION AND RESOURCES**

NATIONAL SCIENCE FOUNDATION Washington, D.C. 20550

NSP's Directorate for Biological Sciences is seeking qualified candidates for the position of Director, Division of Biological Instrumentation and Resources. The Division is responsible for programs in multiuser instrumentation and instrument development; biological facilities, including marine and terrestrial laboratory refurbishment; living material stock centers and biological databases, and computational biology.

This Senior Executive Service position, with a salary range of ES-1 (\$90,000) to ES-4 (\$104,000), is announced on a two-to-three year limited term basis. Alternatively, selectee may be assigned under intergovernmental Personnel Act provisions, retaining current salary and benefits at home institution. Applicants must have a Ph. D. or equivalent experience in biophysics, structural biology, or related disciplines (e.g. biochemistry, molecular biology); substantial research contributions or innovative leadership in research administration in the biological sciences; and the ability to achieve organizational objectives through the supervision and management of subordinates.

Applicants should contact George Pillmon, Jr. on 202-357-9565 (hearing impaired individuals may call TDD 202-357-7942) to request Announcement EP 92-10 (BSE limited term) and/or EP 92-20 (IPA) for complete qualification requirements and application procedures. Applications must be received by 9/22/92.

**Equal Opportunity Employer** 

son Library of Georaia Southern University. Job responsibilities include providing general reference service in all disciplines, teaching bibliographic instruction, preparing Job Bibliographic instruction program. This is a full-time position, reporting to the Associate Librarian for Reference and Instruction, that presents a challenging opportunity for someone interested in unique technologue collection development and related public service service servicies. CD-ROM indexes, Lestifylezia, and the Internation to coordinating the bibliographic instruction program. This is a full-time position, reporting to the Associate Librarian for Reference and Instruction, that presents a challenging opportunity for someone interested in unique technologies. Librarian for Reference and Instruction, that presents a challenging opportunity for correction the factor of the struction program. This is a full-time position, reporting to the Associate Librarian for Reference and Instruction, that presents a challenging opportunity for correction to coordinating the bibliographic instruction program. This is a full-time position, reporting to the Associate Librarian for Reference and Instruction, that presents a challenging opportunity for correction to coordinating the bibliographic instruction program. This is a full-time position, reposition, reposition, reposition, reposition, reposition, that presents a challenging opportunity for clear the presents a challenging opportunity for clear the presents a challenging opportunity for clear the presents a challenging opportunity for coordination, that presents a challenging opportunity for clear the presents a challenging opportunity for c clude an ALAMLS, a second Master's degree in applicants and nominees, résumés and other seneral non-evaluative information are subject to public inspection under the Georgia Open Records Act. Send letter of application, résumé, and the names, addresses and telephone numbers of three references by September 15, 1924, to Crioni fartison, Head Reference Librarian, Zach S. Henderson Library, Georgia 30460-3074; fax number (912) 681-5014.

Library: Bibliographic Instruction/Reference duites, coordinates bibliographic instruction. Twelve-month tenure-track position. Twe

Library: Cataloger, Near East Catalogins Team, Princeton University Libraries. Performs cataloging of monographs in Near East lenguages using RLIN database, AACR2, LC subject headings and classification. Propares asthority records for input to NACO, Revises member copy to conform with cataloging standards. Resolves problems, performs general duties and parlicipates in projects. Converts and up-

### **UNIVERSITY OF GUAM**

The University of Guarn solicits applications to establish a list of eligibles for the following non-tenure or tenure-track, full-time position—subject to the availability of funds:

#### **EXTENSION AGENT I-MEDIA** \$36,954.00-\$47,685.00 per annum

NATURE OF WORK: This is responsible, professional work, moderately complex for an early-to mid-career level, involving proficiency in written and visual literacy, demonstrating and executing the extension philosophy in mediated form and scientific method and scientific information in mediated

MINIMUM QUALIFICATIONS: Graduation with Bachelor's degree (Master's degree preferred, but not required) in Communication, Radio/TV/Film, Media Arts, Graphic Design, or a related field from a recognized college or university, and a minimum of three years of work experience.

A curriculum vitae, unofficial copies of undergraduate transcripts, official graduate transcripts (sent directly from respective colleges/universities), three recent confidential letters of recommendation or placement file and request for application form should be sent directly to University of Guam, Lucyann Kerry, Chairperson, Media Search Committee, c/o Personnel Service Division, UOG Station, Mangilao, Guam 96923.

For more information call (671) 734-9109, 734-9455, 734-9535 on Guam, or call Dr. John Rider, our representative on the U.S. Mainland West Coast, toll-free at 1-800-821-9233 between the hours of 8:00 am and 5:00 pm, Pacific Standard Time. The University of Guam is an Equal Employment Opportunity, Affirmative Action Employer.

#### UNIVERSITY OF CALIFORNIA. LOS ANGELES Director, Humanities Computing Facility

RITLLETIN BOARD: Positions available

The UCLA Division of Humanities, in the College of Letters and Science, is seeking a Director for the UCLA Humanities Computing Facility. The Facility serves the computing needs of the Humanities faculty, students and staff of 23 academic units. Opened in 1987, the facility currently operates three microcomputer labs, is in the process of instaling the humanities computer network that will connect users in 11 building to the UCLA campus backbone, and provides consulting services to users. The annual budget of Humanities Computing Facility (HCF) has been in the range of \$400,000 to \$500,000.

been in the range of \$400,000 to \$500,000.

The successful candidate will have extensive technical expertise in network management and implementation, familiarity with academic computing requirements relevant to the humanities, excellent management and planning skills, interpersonal skills necessary to work cooperatively with other computing units on the UCLA campus and beyond, the shilly to work effectively with vendors and the Humanities Director of Development to secure external funding for HCF projects, and the energy, creativity and vision to provide leadership in UCLA's use of information technology in the humanities.

The Director reports to the Assistant Dean of Humanities and works in dose consultation with the committee appointed by the Dean to provide guidance on computing policies and priorities. The annual salary is in the range of \$45,700 to \$68,600, depending upon qualifications and experience; an attractive benefits package is included. The position will be filled contingent upon the availability of funds. To apply, please send a letter of interest, resumé, and the names, addresses and telephone numbers of at least three references to:

Dr. David Wilson
Chair, HCF Director Search Committee
Department of Philosophy
University of California, Los Angeles
Los Angeles, CA 90024-145f
The search committee will begin the screening process on September 15, 1992.

UCLA is an Equal Opportunity, Affirmative Action Employer. Minority and women candidates are encouraged to apply.

#### MARSHALL UNIVERSITY RESEARCH CORPORATION Research and Contracts Development Administration

The Marshall University Research Corporation is seeking an ambitious and motivated individual to actively assist Marshall University faculty in identifying sources of funds, prepars and submit grant and contract proposels, negotiate the terms of agreements and provide positivated eatheristrative support. Candidates must be able to provide oversight of security and an university compliance issues related to sponsored programs, promote caceleace in undergraduate and graduate research and represent the university as a liaison to external funding agencies.

**GRANTS OFFICER** 

The successful candidate must have a proven record in proposal writing, planning, and presentation, negotiations, interacting with faculty, federal agencies and foundations. The conductes must be familiar with budget planning and development, and computer and distribute arrelications.

Master's degree required, five years of experience preferably in university grants and contract development and administration, excellent interpersonal and communications Send résumés with names and phone numbers of three references by September 15, 1992 lo:

Mr. R. L. Schelling, Executive Director Manhall University Research Corporation 1050 Fourth Avenue Huntington, WV 25755

mades manual records as part of retrospective conversion project. Near East Division with 6 professional project. Near East collections are among line most important in North America. Postive most important in North America. Postive in the development of inspection of the project of the project of the control of the project o

#### Director Financial Aid

#### (Re-opened)

The University of Nebraska at Omaha is accepting applications for the position of Director, Financial Aid. The Director is responsible for administering a comprehensive student financial aid program
which includes acholerships, loans,
grants, wasvers, and work study programs from federal, state, local, and private sources. The Director's responsibilties include serving as major budget officer for the Financial Aid Officer,
selecting, training, and supervising staff;
actively working to expand student aid
resources by working with university officials, community leaders, and agencies;
etc. A meeter's degree and a minimum of
five years' progressively more responsible financial aid experience or equivalent
required. Experience is supervising both
ciertical and professional staff necessary.
Thorough knowledge of federal regulations and general financial aid policy
mandatory. Effective oral and written
communication stills as well as diocel experfence with financial aid computer apresponsible for administering a compertance with Brancial aid computer ap-plications necessary. Commitment to af-firmative action is required. Submit cov-er letter, resumd, and the names of three

dou**si ref**erences lo: Personnel Services, EAB 205 Iniversity of Nebraska at Omaha Omaha, NE 68182

An affirmative action, equal opportunity employer. Individuals requiring special essistance in completing the angle-

#### LIBRARY Head of **Technical Services**

tilinois institute of Technology located three miles south of Chicago's Loop, is locking for a Head of Technical Services at our Galvin Library. The tibrary holds 400,000 volumes including 25,000 seriels and is decided to outstanding service to students, faculty and researchers.

The successful condidate will sedente, recurry and researchers.

The successful candidate will assume a teadership role within the library organization, providing direction and supervision for Technical Services (ilbrarians and support staff, Related responsibilities will include designment of satisface and

We require a Master's degree in Adult Education or related field, a minimum of 3 years experience in a management position and a strong backstaff. Related responsibilities will include development of policies and
procedures, management of the acquisitions budget, cataloging and
classification systems, collection
development, preparation of reports
and grant proposales and responsibility for library sulomated systems
and technologies. Qualifications include an ALA accredited MLS degree, successful management and
supervisory experience in an academic or research library, experience with ILLINET On-Line, LCS, INNOPAC, OCLC, LCSH, AACR2 with
strong demonstrated experience in
library sutomated applications.
Salary will be commensurale with
experience with a comprehensive
benefits package including a substantial lution and vacation, if you
are interested in being part of a dynamic urban university, send letter
of application, résumé and the
names of three references to: Office
of Human Resources, litinols institute of Technology, 3300 8. Federal
St., Chicago, IL, 80818, III is an equal
opportunity, sfiirmative scion aniployer MF/DV. postion and a strong basist-ground involving the planning of programs and sarvices. Ex-cellent organizational, com-munication and interpersonal aidis are a must.

OF LAKE COUNTY AA/EOE Minorifies and females are encouraged to apply.

#### ASSISTANT/ASSOCIATE DIRECTOR **OF OPERATIONS**

NATIONAL CENTER ON POSTSECONDARY TEACHING, LEARNING & ASSESSMENT

Nominations and applications are invited for the position of Assistant/Associate Director of Operations for the National Center on Postsecondary Teaching, Learning and Assessment. NCTLA is a five-year, \$5.9 million research and dissemination center funded by the U.S. Department of Education's Office of Educational Research and Improvement (OERI). A consortium of six major universities and thirteen nationally prominent researchers, NCTLA is located at The Pennsylvania State University and directed by a three person team to whom the Assistant/Associate Director will report.

The Assistant/Associate Director of Operations will be responsible for the overall management and operations of the Center. This includes conducting meetings of the research team, preparation of quarterly and annual reports for the government, coordination of Center activities with its National Advisory Board, on-going liaison with OERI program officer, and the Center's budgetary oversight and administration. The Assistant/Associate Director of Operations will keep the research team apprised of Center issues and facilitate communication across research programs.

Qualified candidates should have a Master's degree (Ph.D. or equivalent degree preferred) and at least five years of mid-level administrative experience. Experience administering funded research is destrable. Necessary abilities include organizational and budgetary skills, ability to triage multiple tasks, strong writing and editorial skills, and good interpersonal communication skills. The position requires flexibility and the ability to handle the multiple tasks associated with management of a complex national center.

This is a three-year, fixed-term position to begin December 1, 1992, with application materials due AUGUST 15, 1992. Salary commensurate with qualifications and experience. Applicants should send a letter of application, a vita, and the names, addresses, and phone numbers of three references to:

Dr. James L. Ratcliff, Director NCTLA The Pennsylvania State University 403 South Allen Street, Suite 104 University Park, PA 16801-5252

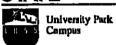
#### PENNSTATE

DIRECTOR

OF ADULT

Adult Education.
Reporting to the Associate Dean of Adult Education and Extension Services, you will provide leadership for a comprehensive Adult Education Program. Duties include managing, developing and evaluating courses in adult education, GED, high school completion, ESL, family and workplace literacy. Will also prepare expenditure reports and grants for external funding, handle billing and audits, schedule classes and evaluate instruction.

ate instruction.



The National Center is a consortium housed at The Pennsylvania State University that includes the University of Niinois at Chicago, Syncoso University, Northwestern University, Arizons State University, and the University of Tennessee.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply

#### Services for Students with Disabilities Manager UNIVERSITY OF ALASKA ANCHORAGE

EDUCATION The College of Lake County, a progressive community college located halfway between the Chicago and Milwaukee metropolitan areas, seeks a dynamic individual to assume responsibilities as Director of Adult Education. The University of Alaska Anchorage (UAA) is looking for an excited, innovative manager to administer the Students with Disabilities program, Rull-time, 12 month position.

Minimum of a Master's degree in rehabilitation counseling, special education, college student personnel, public administration, higher education administration or related field as well as three to five years' experience working with individuals who experience a disability, preferably in a post-secondary institution. Demonstrated knowledge of a variety of disability needs. tion. Demonstrated knowledge of a variety of disability needs.

Demonstrated ability in program management and coordination to include budget management, supervision, coordination and delivery of programs, evaluation of services, training, and grant writing. Demonstrated knowledge of Americans with Disabilities Act and other state and federal regulations regarding students with disabilities. Demonstrated ability or willingness to learn American Sign Language or Pridgh Signed English. Demonstrated ability, sensitivity, and experience to work with a diverse population. Team player. Review of applications begins September 11, 1992. Open until filled. Competitive salary and generous benefit package. Full position description available.

Interested applicants should submit a letter of application which speaks to the advertised qualifications, comprehensive résumé, evidence of academic preparation, and three current reference names, addresses and telephone numbers Personnel Services Office University of Alaska Anchorage 3890 University Lake Orive Anchorage, Alaska 99508 Telephone: (907) 786-4508; FAX: (907) 786-4727

UAA is an AA/EO Employer and Educational Institution.

we offer salary commensurate with education and experience. For consideration, a completed application form along with resume, three lefters of reference and official transcripts showing degrees must be forwarded to the Personnel Office by August 21, 1992. For an application form and information, please contact the Personnel Office at 708-223-8601, Ext. 2216.

THE COLLEGE

Seve reference, biblicaraphic instruction and online/CD-ROM searching services. Responsible for supervision of interiors, across the formation of interiors, according to the personnel office by August 21, 1992. For an application form and information, please contact the Personnel Office at 708-223-8601, Ext. 2216.

THE COLLEGE

aive raference, bibliographic instruction and online/CD-ROM searching services. Responsible for supervision of interlibrary ion. Some evening hours. Required: ALA-accredited MLS; since luman retails accredited MLS; since luman securities of accidence reference experience preferred including formal bibliographic lastination; relevant LL background. Renewable, 12-month contrast beginning lansary 193. Salary; Mid to upper 20°s. Send cover letter, retails an experience of a reference cover letter, retails an experience of a reference with not of the salary solution of 225,000 them will increase by an additional 200,000 rare books. Also students in four discussion of 225,000 them will increase by an additional 200,000 rare books. Also students in four discussion of 225,000 them will increase by an additional 200,000 rare books. Also students in four discussions of 3 refer of the sacretic section of 225,000 them will increase by an additional 200,000 rare books. Also students in four discussions of the sacretic section of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in late 1993. The great collection of 225,000 them will be completed in







#### THE UNIVERSITY OF ALABAMA LIBRARIES

TITLE: Head, Circulation Department. RESPONSIBILITIES: The University of Alabama is seeking leadership for the Circulation Department in the Gorgas (main) Ubrary. Incorporated in this department are the main circulation desk, stack maintenance, the reserve/current periodicals unit, and interlibrary loans. In addition to the department head, the staff consists of one librarian, fourteen classified support personnel, and student assistants. The department head coordinates circulation, reserve, and interlibrary loan activities throughout the coordinates circulation, reserve, and interlibrary toan activities throughout the Libraries, and the staff are responsible for opening and closing the Gorgas Library building The Head, Circulation Department reports to the Associate Dean of Libraries for Access Services. QUALIFICATIONS: Required: MLS from Dean of Ubfaires for Access Services. GUALIFICATIONS: Required: MLS from an ALA accredited program; successful supervisory experience including excellent interpersonal, communication, and management skills; at least three years of successful, relevant professional experience; knowledge of and experience with automated circulation systems, preferably NOTIS; and a demonstrated interest in contribution to the profession. The successful applicant will also evince a strong service orientation, show a commitment to cooperative working relationships, and will accept the full range of middle management responsibilities. SALARY/BENEFITS: Rank and safary will be dependent upon qualifications: Assistant or Associate Professor, minimum salary, \$28,300 which includes an administrative stipend of \$3,000, 12 month tenure track position, strong benefits.

TITLE: Catalog Librarian (Instructor or Assistant Professor). RESPONSIBIL-ITIES: To provide original and non-routine cataloging of print and non-print materials; perform editing of OCLC member-input copy for both monographs and serials in all subjects and MARC formats; establish name and series auand serials in all subjects and MARC formats; establish name and series authority records; and create holdings records online using MARC holdings format. QUALIFICATIONS: Required: An MLS from a program accredited by ALA (degree must be received by the close of the application period). Familiarity with AACR2, LC classification and subject headings, and MARC formats; good communication and interpersonal skills; ability to meet criteria for promotion and tenure. Preferred: Experience in cataloging using OCLC and an online system such as NOTIS; knowledge of one or more foreign languages. SALARY/BENEFITS: Rank and salary will be dependent upon qualifications; instructor or Assistant Professor, minimum salary. \$21,500. 12 month tenure track position, strong benefits.

track position, strong benefits.

TITLE: Curriculum Materials/Education Librarian. RESPONSIBILITIES: Oversees, manages, and develops the collections of the Curriculum Materials Center in the McLure Education Library. Specific duties include program design, collection development, library instruction, the supervision of student assistants and graduate interns, and the preparation of grant proposals for the Curriculum Materials Center. The incumbent will share database and end-user searching, reference service, and evening and weekend duty in the Education Library on a rotating basis. This position reports to the Head of the McLure Education Library. OUALIFICATIONS: Required: An MLS from a program accredited by ALA (all requirements for degree must be satisfied by application deadline); knowledge of basic education reference sources; knowledge of school curriculum materials [Pk-12] and children's literature; ability to work effectively with students, faculty, and library personnel at all levels; excellent oral and written communication skills; evidence of, or potential for, professional and/or scholarly activity; commitment to client-centered service. Preferred: Experience in a school media center; experience in an academic library; undergraduate or graduate degree in education; demonstrated ability to interact the part in the profession of the part in the profession of the part in the profession of the professio ferred: Experience in a school media center; experience in an academic library; undergraduate or graduate degree in education; demonstrated ability to integrate new technology; supervisory experience; successful teaching or bibliographic instruction experience; evidence of grant writing abilities. SALARY/BENEFITS: Salary and rank are dependent upon experience and qualifications: instructor infirimum \$21,500) or Assistant Professor (minimum \$25,300). 12-month, tenure track appointment. Sick leave, 22 days vacation, Blue Cross/Blue Shield, TIAA/CREF and state retirement plans. TO APPLY: Send letter of application, résumé and names and addresses of three references to: Vori B. Wyatt, Assistant to the Dean for Personnel, The University of Alabama, P.O. Box 870266, Tuscaloosa, Al. 35487-0266. Postmarked by September 30, 1992.

The University of Alabama Libraries are a member of ARL, CRL, SOLINET, and the Network of Alabama Academic Libraries and have implemented the public access catalog, cataloging, and circulation functions of the NOTIS system. The University of Alabama is an Equal Opportunity, Affirmative Action Employer

### **IIII** Athletics Director

Director of Athletics (Men and Women). The University of Texas at Arlington invites applications and nominations for the position of Director of Athletics, UTA is NCAA Division I and a member of the Southland Conference, competing in seven men's sports and seven women's sports. Letters of application and a complete resume along with the names, addresses and telephone numbers of at least three credible references should be sent to Dr. Ryan C. Amacher, President. Box 19125, The University of Texas at Arlington, Arlington, Texas 76019-0125.

Deadline for application is August 31, 1992.

UTA is an Affirmative Action/Equal Opportunity Employer.

Library: Reference Librarian, Thomas Cooper Library, University of South Carolina. The library seeks an enturislabile librarian to serve under the sectoral direction of the Head of Reference as one of the reference librarians providing library service to students and feedily in the humanities and social sciences. Dotlas Include providing service at a busy reference deak, including service at a busy reference deak, including service at a busy reference deak, including some earlies and sections and same all town; database searching; assisting petrons with the NOTIS system and various CD-ROM products; selecting library materials for one or roore subject areas and serving as a liston for departments in these areas. The University of South Carolina enrolls 17,000 undergraduate students and enrolls 2,000 anduate students on the Columbia campus. The Thomas Corper Library contains 2.4 million valueses, 3.4 million microforms, operates with OCLC and NOTIS systems, and is a member of the Association of Research Libraries. Qualifications; Regulred: Master's degree from an ALA accredited library school, ability to lecture effectively, academic background is the accredited library school, ability to lecture effectively, academic background is the accredited library enhanced and the second access of humanities. Destable: 1-2 years' reference experience; familiarity with online and CD-ROM searching; facili-

Ji.

**(3)** 

ty in at least one foreign languings; and computer literacy/proficiency. Salary is \$24,000 mindmum for 12 months, Salary dependent on qualifications and experience, Paculty status, teaure-track. Benefits include medical, dental, state retirement or ortional retirement plans. Letter of application, current returne, and the names, addresses, and telephone members of four references should be received by August 21, 1992. Apply to Thomas F. McNailly, Assirtant Director for Public Service, Thomas Cooper Library, University of South Carolina, Columbia, Carolina, Carol

Library: Two positions available, University of Texas-Pan American. UTPA is seeking qualified candidates for the following positions. Autosession Librarisa:—e mid management level position, has responsibilities and durites for the following: maintenance and uperadiag of the DRA internated tibrary automation arriam; support of microcomputer systems applications; masagement of a CD-Lan Network; serving as linkson to the University's Computer Computer of Lafornstides Resource Committee, as representative to AMIGOS.

#### **North Carolina State University**

#### **DIRECTOR OF DEVELOPMENT** AND COLLEGE RELATIONS

#### College of Engineering

Applications and nominations are invited for the position of Director of Development and College Relations in the College of Engineering.

The College of Engineering: The College of Engineering at North Carolina State University is recognized as one of the leading colleges of engineering in the United States. Ranked in the top 25 graduate programs in Engineering in the nation by U.S. News, the College currently has an enrollment of more than 7,200 students, graduates almost two percent of the baccalaureate and one percent of the master's and doctoral engineering graduates in the United States, and ranks 19th in annual research expenditures. The College of Engineering corngrises eight departments and constitutes approximately 30 percent of the total university enrollment. Annual college expenditures now approach \$60 million.

Responsibilities: The incumbent will be responsible for developing and implementing a comprehensive, major-glit fund-raising program to generate private support for the College of Engineering. This individual will be responsible for planning, directing, monitoring and coordinating the development program of the College. The incumbent will work under the general direction of the Dean and will serve as the college development officer in the total university development program.

Qualifications: Desired qualifications include experience, background and success in major-gift fund raising and capital campaigns. The candidate should hold at least a bachelor's degree in an appropriate field of study. Applications: Applicants should submit a letter summarizing qualifications, a resume, and three references who may be contacted. Review of applications will begin on September 30, 1992 and continue until the position is filled. Applications should be sent to Development Search Committee, College of Engineering, Box 7901, North Carolina State University, Raleigh, North Carolina 27695-7901. Salary will be commensurate with qualifications and experience.

North Carolina State University is an Equal Opportunity, Affirmative Action Employer.

### MU Marquette University

#### Senior Advancement Officer

Responsibilities: Marquette University is seeking applications for the position of Senior Advancement Officer. Responsibilities include outreach and fund raising within an assigned region of the country, determination of realistic goals for major cities in the assigned region, and implementation and management of a comprehensive advancement and development program guided by the University's overall Advancement plan and mission.

Qualifications: The successful candidate will be an effective team player, will possess excellent managerial skills, including proven shifty to manage and participate in complex, integrated programs, and will have excellent communication and organization skills. Requires a strong history of volunteer development. A commitment to Jesuit Catholic education is essential. A Bachelor's degree required; Master's preferred. At least three years' experience in fund reising and knowledge of the University are desirable. Extensive travel required.

Submit letter of inquiry, resumé, and names of three professional references by August 24 to:

Don Kynaston
Director, Regional Advancement
Marquette University
1212 West Wisconsin Avenue, Room 515
Milwaukee, WI 53233

Marquette is an Equal Opportunity, Affirmative Action Employer.

#### You can send your ad copy to The Chronicle's Bulletin Board anytime!

#### By FAX

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#### By telephone:

Our Bulletin Board assistants will be happy to take your advertisements dictated over the telephone. We'll do so any day of the week right up to 2 p.m. Monday—our weekly deadline (except for holidays). Just call: (202) 466-1050.

#### By mail:

Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday. From almost anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

#### **ASSISTANT/ ASSOCIATE** DIRECTOR OF **ADMISSIONS**

Full-time, 12-month Admissions professionals to begin as soon as possible as Assistant and/or Associate Directors of Admissions. Hire, train, supervise, evaluate staff. Coordinate office resupervise, evaluate start. Coordinate office responsibilities — assigning tasks, arranging systems, implementing procedures; and manage people, paper, time, information. Meet with members of the community regarding admissions policy and professional matters. Interview and counsel prospective students and travel to recruit same. Respond to calls, greet visitors, and answer questions about the college and admissions procedures. Perform duties related to coordination of programs. Must have backeled sions procedures. Perform duties related to coordination of programs. Must have bachelor's
degree (master's preferred): minimum 3 yrs,
exp. in admissions or related field; and supervisory experience. Desire knowledge of SPSS
and other data management and retrieval programs, and good writing and organizational skills.
Salary commensurate with education and experience; excellent benefits package. Submit application material by August 15, 1992 to: Search
Committee, Admissions Department, Carriegie 204, Oberlin Coilege, Oberlin, Ohio
44074. FAX: (216) 775-6905. Late applications
will be considered until positions are filled, Apoliwill be considered unit positions are filled. Appli-cants with disabilities may call (216) 775-8411 for needed assistance – text phone, 776-6981. Affirmative Action/Equal Opportunity Employer.

#### **OBERLIN COLLEGE**

#### Assistant to the Dean **College of Fine Arts**

Ohio University Athens, Ohio

The College of Fine Arts at Ohio University invites applications for the position of Assistant to the Dean. The Assistant to the Dean reports directly to the Dean of the College. This person assists the Dean with the administrative, fiscal and support services of the college; assists in the areas of budget development and formulation of related policies and procedures; recommends and implements fiscal decisions and administers support budgets for the College; oversees the development and implementation of microcomputer software applications; does research and analysis of statistical and programmatic information; and serves as coordinator of special College events.

Carellating must hold a bachalor's closures as the uncertainty of progressively.

Candidates must hold a bachelor's degree; show evidence of progressively responsible administrative experience; have working knowledge of microcomputer data processing applications; demonstrated skill in financial analysis; experience in employee relations; and the ability to identify complex administrative issues in a large and diverse College.

Application deadline: September 1, 1992 Salary: \$35,000-\$40,000

Position available: October 1, 1992 or upon completion of successful

Application procedure: Please send letter of application, résumé, and the names, addresses and phone numbers of three references to:

Dr. Dora Wilson, Dean, College of Fine Arts
Ohio University
Jennings House
Athens, Ohio 45701
Phone: 614-593-1808; FAX: 614-593-0570

Ribilographic Council, Inc. for OCLC services and other networks; and as coordinator of automation activities with library staff. The automation librarian will ensure that the library is current in automation advances, recommend and plan new services and identify future needs. Qualifications required: Minimum of three years' hands-on experience with installation and maintenance of a major online system, substantial experience with microcompusters and software; demonstrated ability to plan and teach procedures; demonstrated ability to work well with others. Profesred: ALA MLS; Academic library experience with ST. work well with others. Proferred: ALAMLS; Academic library experience with DRA, working library experience with DRA, working knowledge of MARC forman; experience with district NAX maintrains a profession with district NAX maintrains computer and VMS maintrains computer and VMS maintrains computer and VMS maintrains computer and VMS operating system. Craines Librarian, a mid management position, is responsible for original catalogies of monographs and other materials using AACR2 row, LCSH, LC Class and MARC formats via OCI.C. Uses local ordina system to interest catalogies data with other such systems. Supervise a staff, and other such systems. Supervise a staff, and demonstrated ability to manage catalogies staff; and demonstrated ability to work well with others. Proferred: Experience with a local system experience with MARC authority and holdings formats; proven organizational and communications skills. Salary: Beginning salary scale is \$75.900. Mid management positions are resouthele and are communicative with qualifications and ercorrience. Review of cardidates as soon as possible and will continue until positions are filled. To apply, request an official University application, include with the returned application, include with the returned application, include with the returned application numbers of three professional references. Applications are available from: Personnel Office, University of Tex-

ing evening-weekend rotton. Signature one part-lime paraprofessional and student satisfants. MLS from an ALA/accredited school required, Academic library experience, including the OCLC/ILL system preferred, Applicants should have strong service orientation, excellent communications and interpersonal skills, and reading knowledge of at least one foreign language. Salary dependent upon qualifications; minimum \$25,000. Library shares Notic system with Trinity College and Westerm University. Send cover letter, resume and names of three references (including telephone aumbers) to: Office of Human Resources, Connecticu Collego. Z70 Massan Avenue, New London, Connecticu 1992. Applications will be reviewed until the position is filled. AA/EOE.

the position to misca. ANACOS.

Library: Assistant Catalog Librarian/Assistant Professor (tenure (tack, 12 month appointment). The University of Mischalph, a comprehenaive state-supported university with an enrollment of over 11,000, seeks a catalog librarian. The University is located in Oxford, an attractive community in north Mississippi, which is trich in literary and artistic culture and approximately an hour's drive from Memphia, Teasessee. Responsibilities: ordinal and complex copy cataloging on OCLC according to

#### **RULLETIN BOARD: Positions available**



**Director, Institute for** Physical Research and Technology (IPRT)

#### **IOWA STATE UNIVERSITY**

lowa State University of Science and Technology is seeking candidates to fill the position of Director of the institute for Physical Research and Technology (IPRT). The Director, who reports to the Provust, is responsible for administering a variety of centers and programs whose broad mission is to promote interdisciplinary research and technology transfer in the physical sciences and engineering. Responsibilities include coordination among the eleven IPRT centers and the Arnes Laboratory (a contract agency funded by the U.S. Department of Energy), as well as coordination with programs administered elsewhere within the University. Among the centers administered by IPRT are the Center for Nondestructive Evaluation, the Center for Advanced Technology Development, and the lowa Center for Energing Manulacturing Technologies. The Director of IPRT appoints the directors of IPRT centers and consults with the Provost and president with respect to the appointment of the Ames Laboratory Director; conducts periodic evaluations of all IPRT programs and recommends their continuance or discontinuance; recommends the establishment of new centers; works with (ederal, state and private entities to secure funding for the centers; and recommends to the Provost strategies for the development of research and technology transfer related to the IPRT missions.

The successful candidate must possess the Ph.D. in a physical science, engineering or related field. Candidates should have at least three years' experience in management of a research program that included several principal investigators, as well as experience with a variety of research funding sources and a record of individual research and scholarship equivalent to

Persons wishing to be considered for the position or wanting to nominate a candidate should write to:

Chair, IPRT Director Search Committee Office of the Provost lowa State University 107 Beardshear Hall

Applications should include a letter, a complete curriculum vitae, and the names of five references. Review of applications will begin on October 15, 1992, and the position will be available January 1, 1993, or as soon thereafter as the successful candidate is available. Women and inhorities are exercisely personally to be apply. especially encouraged to to apply.

lowa State University of Science and Technology is an equal opportunity, affirmative action employer.

#### Nationally Recognized Residential **Treatment Center for Boys**

#### COORDINATOR OF MULTICULTURAL SERVICES

Join dedicated, caring professionals of The Children's Village, a treatment center for boys ages 5-14. You'll be part of an nterdisciplinary team that helps abused, abandoned and emotionally disturbed boys improve their lives.

New program to advance agency's work in the area of cultural sensitivity to its clients, the majority of whom are Latino, African-Caribbean & African-American. Key responsibilities of the position are to:

- enhance staffs' cultural competence in the delivery
- of clinical services
- improve aftercare services through greater understanding of kinship systems.
- ensure that the living environment and clinical services of the cottages support and validate the

Must speak Spanish & have experience in designing & implementing culturally responsive programs for at-risk youth and their families, preferably in child welfare or residential settings, Solid interpersonal, oral and written skills a must.

Ability to work flexible hours within a 20 hour work week. Bachelor's degree required. MSW preferred. Salary

Send resume with salary requirements to:

the children's THE CHILDREN'S VILLAGE Dobbs Ferry, NY 10522 An Equal Opportunity Employer

outrei; ALA accredited MLS. Noncitizens main have permanent residency status. Preferred: 2 years recent cataloging experience in acteanal library; experience with automated system; demonstrated main salary: 521,030. Review of applications will bearn October 5, 1992, and contame until position is filled. Send letter of application, resumed and mames, addresses, and telephone numbers of 3 professional references to: Nancy Truas, Search Committee, J. D. Williams Library, University of Mississippi, University of Mississippi, University of Mississippi, University of Mississippi, University of Mississippi and promains and professional setting and collections, university of Mississippi and promains the University of Mississippi and promains and collections, university of South Carolina, A one year, non-tenure grant funded position with the possibility of a one year portangly employer.

AACR2 using LC classification and subject beadings; appropriate authority control work; online catalog maintenance utilizing CLSI system; saist catalog techniciaus in resolving copy cataloging questionas. Required; ALA accredited MLS. Noncitizens mitt have a considered MLS. Noncitizens Responsible for library in absence of Head

and telephone numbers of 3 professional references to: Nancy Trusa, Search Committee, J. D. Williams Library, University of Masissippi, University, Mississippi 1867. The library of Masissippi, University of Mississippi 1867 and capturersity of Mississippi 1867 and posterior, equal employment opportunity employer.

Ilibrary: Search reopened, Reference Librarias entry level. Duties: to provide interpated reference service immonerable, serial, medial, to conduct essertice using manual and electronic indexes, to provide bibliographic instruction, and to participate inception development. Resultements: ALA accredited MLS degree, effective interpretable instruction, and to participate inception development. Resultements: ALA accredited MLS degree, effective interpretable instruction, and to participate incommendation.

Secondary Services and University in the provide of the provide of



**HOBART AND** WILLIAM SMITH COLLEGES

Director of Off-Campus Programs

The Director is responsible for the planning and administration of the Colleges' foreign and domestic off-campus programs, including assisting faculty in the early planning of programs, negotiating contractual agreements, preparing and supervising all program budgets, advising and recruiting students, and maintaining ongoing supervision and assessment. The Director is also administratively responsible for the Colleges' non-degree, on-campus summer programs for Japanese and other foreign students. Currently as many as two-thirds of all Hobart and William Smith students participate in the off-campus program. The Director reports to the Provost and works in consultation with the faculty committee on Off-Campus Study, the Dean of Hobart College and the Dean of William Smith College. HOBART AND WILLIAM SMITH COLLEGES: Hobart College for men and William Smith College for men and William Smith College for women are coordinate colleges with a combined enrollment of 1,900, sharing a single campus, president, central administration, faculty, and curriculum. The educational environment is one emphasizing interdisciplinary teaching and research, international education in a liberal arts academic setting.

QUALIFICATIONS: Master's-level degree or certification in relevant profes-sonal field preferred. Minimum two years' experience working in international program development or higher education administration, including preparing and managing budgets.

APPLICATION: Letters of application explaining one's interest in and qualifica-tions for this position and accompanied by a résumé with three letters of reference may be sent to:

Search Committee, Director of Off-Campus Programs Office of the Provost Hobart and William Smith Colleges Geneva, New York 14456

Review of applications will begin August 19, 1992 and continue until the position is filled. Hobart and William Smith Colleges are Equal Opportunity Employers.

#### **Director of Public Services** Hamilton College Library

Hamilton College Library invites applications for the position of Director of Public Services. The Director manages the Reference, Circulation and Interlibrary Loan Departments and branch libraries for science, music recordings and media. Duties include supervising daily operations, planning for future developments and coordinating public service programs with those of technical service and audiovisual divisions. The Director also works on the development of cooperative programs with other libraries.

The Public Service Division staff includes four and a half librariens, eleven staff and 70 student assistants. The Library uses VTLS as its integrated online system and is in the process of expanding its CD-ROM and online searching services.

Qualifications: Master's Degree in Library Science or equivalent

Qualifications: Master's Degree in Library Science or equivalent experience. Five years of experience in public service including work in administering a library division or department. Knowledge of online systems and developing technologies is essential. Applicants must demonstrate an ability to work with feculty and students and with other library staff in planning and implementing services.

Hamilton College is a liberal arts college with 1670 students and 151 faculty located in Central New York.

Position applieds. Servicember 14, 1999.

Position available: September 18, 1992. Send letters of application and résumé with three references to Ralph Stenstrom, Librarian, Hamilton College Library, 198 College Hill Road, Clinton, NY 13323. To be assured of full consideration applications should be received by August 24, 1992.

Hamilton College is an Equal Opportunity, Affirmative Action Employer

guages; cataloging experience in automated environment (NOTIS preferred). Salary \$30,000 for 12 months. Position available October 1, 1992, applications received before September 9, 1992 will be given first consideration. Send letter of application, resume, and names, addresses, and phose numbers of three references to: Gary M. Ross. Project Director. Title II-C Grant, Thomas Cooper Library.

Thomas Cooper Library. University of South Carolina, Columbia, South Carolina, 29208-0103. The University of South Carolina, Columbia, South Carolina 19208-0103. The University of South Carolina 19208-0103. The University of Wisconsilo Search & Series of three relation, equal opportunity employer.

Library/Archives: The University of Wisconsilo in: Linda M. Olton, Search & Series Computites Chair, Chaimer Davee Library, University of Wisconsilo Search & Series Computities of the Search & Series Computed to the Search & Series



Coverage of breaking news that affects higher education-from state capitals. academic conferences, and campuses throughout the country and the world ---

every week in The Chronicle.

Virginia Tech VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

#### UNIVERSITY LIBRARIES

The advertisement for five library faculty positions at Virginia Polyrechnic Institute and State University which ran in the July 15th issue of the Chronicle contained errors in the text of two of the positions. The corrected copy for these positions is as follows:

The University Libraries are a member of ARL, and consist of Newman Library, branch libraries in Architecture, Geology, and Veterinary Medicine, and reserve collections in Northern Virginia. The collections number over 1.7 million volumes, with particular strengths in science and engineering. Home of VTLS, an integrated online caralog, Virginia Tech offers outstanding opportunities in library automation. Applications are invited for the following library faculty positions.

We are an equal opportunity, affirmative action employer with a commitment to diversity and we welcome applications from qualified women and minority candidates.

User Education/Humanities & Social Sciences Reference Librarian (2 positions available): Reports jointly to the Head of the Humanities Social Sciences Reference Department and to the Principal Bibliographer. Participates in planning, implementing, and evaluating a comprehensive program of library instruction. Promotes library resources and services to the University community. Develops instructional materials and acts as resource person for other librarians in the department. Builds and maintains the collection in a humanities or social sciences field. Provides reference desk service as scheduled, including some weekend and evening hours. Qualifications: Required: ALA accredited MLS. Strong commitment to library instruction. Broad knowledge of academic library reference sources in social sciences and humanities fields. Ability to communicate effectively with students and faculty, individually and in group settings. Desired: familiarity with computer applications in library instruction. Teaching experience.

University Archivist: Reports to Head, Special Collections Department. Responsible for developing and maintaining University Archives, including non-current administrative records, University publications, historical photographs, and faculty manuscript collections. Serves as lizison with the University records management program. Arranges and describes archival collections and prepares finding aids. Participates in reference services for Special Collections. Provides information about archival collections by preparing exhibits or presentations. Assists in the formulation of collection development policies and the acquisition of manuscript collections.

Qualifications: Required: ALA accredited MLS. Pamiliarity with manuscripts and archives, particularly in the areas of arrangement and description. Knowledge of archival principles and practices. Ability to establish effective working relationships with researchers, colleagues, and the public. Effective oral and written communication skills. Desired: background in American history or history of higher education. Familiarity with computer applications in manuscript proc-

These two positions are full-time, 12 month library faculty appointments. Beginning professional salary from \$22,000 to \$24,500. Higher experience. Librarians are eligible for TIAA-CREF, 24 working days' vacation per year. Generous sick leave. Blue Cross/Blue Shiekl. Life insurance. Tuition waiver.

To Apply: Send letter of application, résumé, and the names, addresses, and telephone numbers of three references to University Libraries, Attn: Cathy C. Robinson, Personnel Assistant, P. O. Box 90001, Blacksburg, VA 24062-9001. Review of applications will begin August 17, 1992 and continue until positions are filled.

Virginia Tech hires only U.S. citizens and lawfully authorized alien workers.

An Equal Opportunity | Affirmative Action institution

### Lawrence University

Lawrence University is a small and highly selective liberal arts college with a conservatory of nimsic. Located in Appleton, Wisconsin, a medium-sized city of 65,1881 people that serves as the center of the Fox Cities, a prosperous and thriving area of 170,1880 residents in central Wisconsin extending from Oshkosh to Green Bay.

In preparing for a major capital campaign and following the recent appointment of Gregory A. Volk as Vice President for Development and External Affairs, Lawrence offers several opportunities for development professionals.

#### Director of Development

٨

The Director will report to the Vice President for Development and External Affairs and will be responsible for planning and managing key aspects of the college's development program. In addition to management responsibilities in ongoing annual and capital fund-raising efforts, this position will have a strong major gift orientation and the successful caudidate will be actively involved in the cultivation and solicitation of major and planned gifts and in working closely with the campaign steering committee and the president in campaign activities.

Qualifications: Applicants must possess a bachelor's degree; five years' or more development experience, preferably in higher education; strong interpersonal skills; knowledge of all aspects of fund raising and computer and prospect management systems; strong writing abilities; and an understanding and appreciation of liberal education.

#### Director of Planned/Major Gifts

The Director of Planned/Major Gifts will report to the Director of Development. Lawrence seeks to recruit a senior development professional to promote and solicit planned and major gifts for the college and direct the planned giving and capital giving programs in concert with other development programs. The Director will develop strategies for identifying and cultivating planned and major gift prospects. A significant amount of time will also be focused on direct cultivation and solicitation of donor prospects and providing staff support for volunteers. Extensive travel is required. Qualifications: The successful candidate will possess a bachelor's degree and five or more years of progressively responsible fund-raising experience. Capital campaign experience and knowledge of planned giving are desired. Exceptional organizational and interpersonal skills and solid writing and oral communication skills are essential requirements.

#### Assistant/Associate Director of Development for Planned/Major Gifts

The Assistant or Associate Director will report to the Director of Planued/Major Gifts. A personable and creative individual is sought to participate directly in the klentification, cultivation, stewardship, and solicitation of major and planued gifts prospects. This individual will assume responsibility for managing a specific acgnient of the donor and prospect constituency and will administer a variety of special projects within the campaign and the major and/or planued giving programs.

Qualifications: In addition to a bachelor's degree and three or more years of fund-raising experience, preferably in higher education, the successful candidate will possess strong interpersonal, writing, and oral communication time.

Please send a letter of application and résumé, including the names of three references, by August 31 to: Leesa Erickson, Director of Human Resources, Lawrence University, Appleton, Wisconsin 54912-0599.

### AWRENCE

Lawrence University Promotes Equal Opportunity for All.

#### Curator, General Research and Reference Division

#### The Schomburg Center

The Schomburg Center for Research in Black Culture of The New York Public Library has an exceptional opportunity for a Curator. Will be responsible for the management of collection development, processing, acquisition, conservation, preservation, and provision of access to the collections of books, serials, microforms and ephemera documenting the global black experience. Will also supervise the public services and preparation services units of the division, maintain communication with our Research Libraries Divisions and Units, and maintain cooperative relationships with African libraries and special collections.

Qualified candidates must have an MLS from an ALA accredited Library School and minimum 4 years of progressively responsible administrative experience in a research library environment. Demonstrated knowledge of African American, African and African Dissporan bibliography, resources and scholarship required. Knowledge of on-line systems and effective written/oral communication skills required. Knowledge of RLIN and/or OCLC preferred.

We offer a starting salary of \$38,930 plus excellent benefits. For prompt consideration please send resume in confidence to: n Resources Dept. DC-8 Andidate selected for consideration will be consisted for an interview

An Equal Opportunity Employer M/F

The New York Public Library 8 West 40th Street, 2nd 140or, New York, NY 10018

library Sciences State University of New York, College at Cortland, Associate Vice President for Laformation Resources (Search Extended). Library, Tolecommunications, Computer Center, Learning Resource Center. Please see our display advartasement in this issue.

Ubeary Science: Senior Medical Librarian/ Health information Network Coordinator, The UNIM Medical Center Library seeks candidates for senior position strong in project management to coordinate a major component of the library's state wide online information and evoris. Responsibilities: implementation and coordination of an endough of a research population database in ORA-CLE, development of protocols and state wide online information and development and coordination of a research population database in ORA-CLE, development of protocols and state will have a doctorate in Management. Preferred candidate application, supplied on a project of Management. Preferred candidate will have a doctorate in Management. Significant responsibilities: in-plementation and coordination of a research population database in ORA-CLE, development of protocols and state will have a doctorate in Management. Significant responsibilities: in-plementation and coordination of a research population database in ORA-CLE, development of protocols and state will have a doctorate in Management. Significant responsibilities: in-plementation and coordination of the protocols and state will have a doctorate in Management. Significant responsibilities: in-plementation and coordination or Human protocols and state of the protocols and stat

### Ball State University

#### Search Extended

#### **HEAD OF CATALOGING SERVICES**

Ball State is a comprehensive university with over 20,000 students and 1,000 faculty serving east central Indiana. It is located 50 miles northeast of Indianapolis. The library contains 1.4 million items in a modern building; it is serviced by 40 librarians and 85 FTE support staff. RESPONSI-BILITTES: Manages the Cataloging Services unit and coordinates all cataloging activities. Supervises professional and classified staff (5 librarians and 16 classified staff). Establishes cataloging policies for library materials in all media. Prepares written reports and proposals; complies statistics as required. This position reports to the Assistant Dean for Library Technical Services. REQUIREMENTS: MLS from an ALA accredited program or equivalent. Substantial professional experience in a cataloging unit. Experience in cataloging different kinds of materials at all levels of difficulty, using national standards as established by AACR2 (rev.) and LC. Strong organizational shillites and supervisory experience; excellent ural and written communication skills. PREFERRED: Experience with online integrated library systems, preferably NOTIS. Additional advanced degrees. SALARY: Negotlable; minimum is \$36,000 for 12-month appointment. Excellent fringe benefits. APPLICATIONS: Send letter of application, résumé, graduate degree(s) transcripts (unofficial copies acceptable), and list of three references, including addresses and telephone numbers to Mr. C. William Barnett, Director of Library Business Services, 101 Bracker Library, Bull State Library, Muncie, IN 47306. Deadline for applications is September 14, 1992.

Ball State University is an Equal Opportunity,
Affirmative Action Employer and is strongly and actively committed
to diversity within its community.

### **Director of College Relations**

Hamilton College seeks applications for the position of Director of College Relations. The Director will report to the Vice President of Communications and Development. Responsibilities will include the overall planning, administration and execution of the College's public relations and media efforts. The Director will help develop integrated strategies for marketing, media relations, and public relations that effectively communicate images consistent with the mission, goals and objectives of Hamilton College.

mission, goals and objectives of Hamilton Coulege.

Applicants must be familiar with the nature and aims of a selective liberal arts college. They should have familiarity with the methodology of the working press from local newspapers and broadcast media to national magazines and television, including the education press, and experience working as a journalist is essential. They must demonstrate communications skills and the ability to translate the College's mission and vision into concrete opportunities for increased awareness on a national lavel. Applicants must have a Bachelor's degree at a necognized college or university, and a broad range of interest in academic subjects, social issues and athletics. Minimum requirements include five years' experience.

The position is available starting September 1, 1992, interested individuals should send a letter of application and a resume by August 15, 1992 to:

Milton K. Harkrader, Jr., Vice President Communications and Development Hamilton College 198 College Hill Road Clinton, NY 13323

Hamilton College is an Affirmative Action, Equal Opportunity Employer.

#### DIRECTOR

#### Department of Biomedical Communications

Rush-Presbyterian-St. Luke's Medical Center/Rush University invites applications or nominations for the position of Director of Biomedical Communications, who is responsible for providing leadership with a staff of 20 employees in communication arts for the institution, through the management of photography; illustration and design, including computer graphics; and media services, including television production. The successful candidate will have excellent communication and interpersonal skills, financial management abilities, marketing knowledge, and experience in the field. A master's degree is required and a doctoral degree is desirable. The department is entirely focused on meeting its customers' expectations. Rush is one of the nation's premier academic health centers with a faculty of nearly 3,000 in colleges of medicine, nursing, health sciences and the biological sciences and a student population of about 1,200. A letter of interest and a curticulum vites should be sent to John E. Trutant, Vice President for Academic Resources, 201 Kidston, 1653 W. Congress Parkway, Rush-Presbyterian-St. Luke's Medical Center, Chicago, Illinots 50612. The Medical Center is an equal opportunity, affirmative action employer.



 $oldsymbol{A}$  complete list of the latest government grants, foundation

#### CURRICULUM DEVELOPMENT – SPECIALIST –

The Chronicle of Higher Education • August 12, 1992

Responsible for working in conjunction with College, AVTS's and school districts, and business and industry representatives in developing the Tech Prep Curriculum. Tech Prep is an articulation partnership between secondary, vocational technical, and postsecondary institutions developed to prepare students for careers in today's society. It involves the coordination of curriculum across two or more institutions to ensure graduates possess knowledge and skills required for employment.

Qualifications: Master's Degree in Curriculum Development, Vocational Education, or related discipline OR aquivalent combination of education and work experience; and three years teaching experience preferably in a vocational technical field. Effective written and oral communication skills: ability to work with diverse and dispersed populations; and leadership, organizational, and strong interpersonal skills are required. Hours beyond normal work week and substantial amount of statewide travel requiring some overnight stays will

Temporary position to start as soon as feasible through June 30, 1993. Continued employment contingent upon extended funding. Tech Prep is a three-year grant funded project requiring yearly approval. Salary - mid to upper \$20's. Submit letter, resume, and list of three professional references to: Human Resources (18), Pennsylvania College of Technology, One College Avenue, Williamsport, PA 17701. Applications will be accepted until August 26, 1992, or until a sultable candidate is identified.

Located in North Central PA, the College is a two-yea institution with a national reputation for the quality of its advanced technology programs. Penn College is a component of The Pennsylvania State University but maintains its own sion, goals, and board of directors.

> An affirmative action/equal opportunity employer Women and minorities encouraged to apply



#### **UNIVERSITY OF VIRGINIA** MAIOR GIFTS OFFICER **Curry School of Education**

The University of Virginia is seeking applications for the position of Major Gifts Officer for the Curry School of Education. This position will have joint reporting responsibilities to the Dean of the Curry School of Education and the Associate Vice President for Development of the University. As the principal fund-raising officer, the Major Gifts Officer will plan, organize, and direct fund raising, special events, volunteer enlistment, alumni affairs, public relations, and staff management in accordance with the direction of the Dean and Board of the Curry School of Education Foundation, Inc.

This administrative faculty position requires a bachelor's degree with a master's degree desirable and three to five years' experience in fund raising with evidence of increasing responsibilities and growth. Candidates should have an understanding of development in higher education, especially at a complex research university. Desired qualifications include supervisory and managerial experience and skill, excellent organizational, interpersonal, and communications skills. Relocation to Charlotteville is necessary. Applications would be appreciated by August 31, 1992, but will be accepted until the position is filled. A letter of application and résumé should be sent

Charies B. Fitzgerald Associate Vice President for Development University Oevelopment Office The University of Virginia Post Office Box 9013 Charlottesville, Virginia 22906-9013

The University of Virginia is an Equal Opportunity, Affirmative Action Employer Women and minorities are encouraged to apply.

#### **INVER HILLS COMMUNITY COLLEGE** inver Grove Heights, Minnesota

#### DIRECTOR OF RESEARCH & DEVELOPMENT

Full time, 12 months per year, Reports to College President. Coordinates college's research efforts, development initiatives, and supports strategic and

Minimum Qualifications: Bachelor's degree in relevant discipline: Master's Degree preferred. At least three years of relevant professional experience in a higher education institution. Demonstrated expertise in both research and resource development endemons.

To apply, submit all of the following: cover letter, résumé, transcripts, and three letters of reference by August 28, 1992 to:

Inver Hilis Community College Attention: Personnel 8445 College Trail Inver Grove Heights, MN 55076

agement and development will be a plus.
Send résumé and three lotters of recommendation for Dr. Carry Smith, Head, Magazement and Information Systems, Colleges and scholars—

Colleges and scholars—

Colleges and scholars—

Colleges and scholars—

Colleges d'Budiness and information Systems, College of Budiness and information Systems, College of Budiness and information Systems, Mississippl State University? P. O. Drewer Md. Mississippl State University P. O. Drewer Md. Mathematics, evidence of excellence in telestion of state and scommitment to continued protessor, tenure track, in the Department track, in the Department of the Continue Protessor, tenure track, in the Department of the Continue Protessor of State Protessor, tenure track, in the Department of the Continue Protessor of State Protessor, tenure track, in the Department of the Continue Protessor, tenure track, in the Department of the Continue Protessor of Mathematics. Columbia College, and the Continue Protessor of Mathematics. Columb

#### MANAGER OF STUDENT SERVICES National Center on Deafness

The National Center on Deafness (NCOD) offers a variety of support services to more than 220 deaf and hard-of-hearing students enrolled at California State University, Northridge. Interpreting, note-taking, advisement and counseling form the core of these services. Founded in 1972, the NCOO provides students with one of the most comprehensive mainstream college programs in the United States. The NCOD is nationally and internationally recognized for its excellence in helping these students achieve ecademic success and adjust socially and culturally to the campus community.

cass and adjust socially and culturally to the campus community.

California State University, Northridge, one of twenty campuses of The California State University, is located twenty-five miles northwest of central Los Angeles in the San Fernando Valley, a metropolitan suburb with a multi-ethnic population of over one and one-half million people. The University enrolls over 309,000 students (21,000 FTE's and approximately one-third ethnic minorities) served by 1,600 faculty.

ethnic minorities) served by 1,000 reculty.

Responsibilities: The Manager reports to the Director of the NCOD and is responsible for implementing a comprehensive program of support services for deaf and hard-of-hearing atudents. The Manager supervises counseling, student development, notetaking, interpreting, and speech/auditory training; manages day-to-day operations by overseeing the duties of the Student Personnel Specialists, interpreting, and Notetaking staff (salaried and hourly), and assigned ciercal support; and approves all special activities and requests. Among other duties, the Manager serves as administrator in charge during the absence of the Director.

absence of the Director.

Qualifications: Equivalent to graduation from a four-year college or university with a degree in a related field; terminal degree preferred. Three years of related professional experience involving the education or delivery of educational support services to deaf students, supplemented by one year of supervision in a related program area. Thorough knowledge of the principals and practices of effective supervision, and the policies, procedures, and practices of support services for deaf and hard-of-hearing students. Proficiency in American Sign Language and Signed English required.

Selery: Starting selery will normally be within the recruitment range of

Salary: Starting salary will normally be within the recruitment range of \$3,713-\$4,535 per month. Effective Date of Appointment: ASAP.

plications: Candidates must submit a letter of application and current nums postmarked no later than September 19, 1992 to:

Office of Personnel and Employee Relations (OPER)
Celifornia State University, Northridge
18111 Nordhoff Street, Admin. 515-4, Northridge, CA 91330 priunity, Affirmative Action, Title IX, Sections 503 & 504 Employe

Hesser College is seeking individuals with college experience

#### Bursar

The responsibilities of the position as Bursar include billing and collecting student accounts, interfacing with Financial Aid to insure timely and accurate disbursements, and managing the Accounts Receivable department.

The successful candidate must have strong interpersonal and managerial skills. The individual should also have a Bachelor's degree and experience in student receivables and collections. Respond to: Senior Vice President/Treasurer.

#### Controller

Reporting directly to the Executive Vice President/Treasurer the responsibilities will include a leadership role in the impl mentation of a new computer system to handle the College's accounting and student information needs as well as supervisory duties over all the detailed accounting functions. The Controller will also be responsible for the Internal and external reporting requirements of the college.

The successful candidate will have strong interpersonal skills, experienced managerial skills and have a detailed knowledge of EDP and manual systems. The individual should also have a Bachelor's degree in accounting, experience in student receivables and collections, and experience as a Controller. Respond to: Executive Vice President.

Please send cover letter with current salary and salary requirements and a detailed resume to:



Hesser College 3 Sundial Avenue Manchester, NH 03103 Equal Opportunity Employer.

HESSER COLLEGE

301 Columbia College Drive, Columbia, fourth Carolina 2903. Applications must demographic base. This position provide to postunate no later than November 30

south Carolina 29203. Applications must be postmarked to later than November 10 for consideration. Columbia College is an affirmative action, equal opportunity employer.

Medicine: Student Health Service at the College of William and Mary seeks staff physiolan with strong background in general medicine to provide primary care for student population. BCPB in FP, IM or Pediatrics preferred. Experience in sports packing the sessential season in the provided primary care for student population. BCPB in FP, IM or Pediatrics preferred. Experience in sports packing the sessential season of the provided primary care for student population. BCPB in FP, IM or Pediatrics, preferred. Experience in sports packing, curricular vitae sessential. 12 months in the position includes rotating 24-hour all. Must possess or be eligible for Virginia Student III of Period of New College of Pennsylvania, 1300 Henry Avenue, Philadelphia, Picase forward letter of application, curriculum vitae and names and addresses of three references to Department of Personal Services. College of William and Mary, P. O. Box 8793, Williamsburs, virginia 2187-8793, Women and minority candidates are encouraged to apply. The College is an AA/EO employer.

Medicines: Chairperson, Department of Femily Practice, Applications are being sectored for the position of Professor and Chairperson of the Department of Persona of Persona of the Department of Persona of the Department of Persona of Persona of the Department of Persona of the Department of Persona of the Department of Persona of Persona of the Department of Persona of P

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#### LIBRARIAN

Union County College seeks applications for the position of Librarian (Junior) at the Elizabeth Campus. This is a full-time twelve month position reporting to the Library Director. Responsibilities include reference services, library instruction, staff scheduling and supervision, collection development and other related duties. Provide reference and/or technical services at the Cranford Campus Library as required. 35 hour week includes evening and some weekend hours.

We are seeking a candidate who possesses excellent oral and written communication skills, the ability to work well as a part of a team as well as Independently, familiarity with all facets of reference service, and the ability to work well with users and colleagues. Must have MLS from an ALA-accredited institution. Experience in a multioutural environment and knowledge of Spanish helpful. Reference experience and bibliographic instruction and/or teaching experience required.

Union County College is a comprehensive community college enrolling approximately 10,000 students at three locations, Located in midtown Elizabeth, the newly renovated 7-story building offers a panoramic view of the New York City skyline. The Elizabeth campus houses the Institute for intensive English, the Employment Skills Center as well as offering a wide variety of academic programs.

Send letter of application and résumé no leter than August 20th to: Personnel Officer, Union County College, 1033 Springfield Avenue, Cranford, NJ 07018.

EOE/AA



#### **DEPARTMENT OF CAMPUS LIVING**

Title: Area Coordinator Type of Position: Full-time, professional, live-on position with flexible

Qualifications: Master's degree in Student Personnel Administration or related field plus two years' full-time experience in residence halls.

Responsibilities: Serving as a member of the professional residence services staff, the Area Coordinator is responsible for supporting student development activities and community development through coordinating all student and staff activities and functions related to residence hall living in an assigned student residence area. Highly visible staff expected to blend office hours and "in-hall" hours into a schedule that creates availability and frequent contact with staff and students.

Salary Range: \$21,000-\$25,000. How to Apply: Send letter of interest, current resume and three written letters of reference to:

Area Coordinator Search Committee Office of Campus Living 103 Hillitop Commons University of Maine Orono, ME 04469 Fax: (207) 581-4714

Deadline: Position open until filled.

The University of Maine is an Equal Opportunity, Affirmative Action Employer



#### SYSTEMS ANALYSTS

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Systems Analysts needed for a project developing multiple large-scale, interrelated intelligent tutors for complex electronics troubleshooting jobs. Systems are currently being written in Smalltalk. Positions would be ideal for people who want experience with production programming on large scale with considerable industry constraints, but as part of a major research project. Excellent training opportunity.

We seek people who have some or all of the following:

1. Knowledge of object-oriented programming, preferably in Smalltalk.

2. Artificial intelligence programming experience.

3. B.S. in computer science, or related field. Solid understanding of formal computer science and software engineering principles is es-

Experience with a large programming project.
 Experience of ability to meet deadlines, to work with considerable self-direction but as part of a cooperative group effort, and to adhere to disciplined programming practices.

References and code samples required. Salary: low to mid 20's, depending on experience. Reply to: JOB# A-10905

JOBS A-10903 University of Pittsburgh Learning Research and Development Center Room 52.1 3939 O'Hara Street Pittsburgh, PA 15260 AAVEOE

The most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.

#### **ASSOCIATE DIRECTOR** University Food Services

immediate opening for a goal-oriented manager with high quality standards and strong mentoring and customer service skills. Reporting to the Director, the Associate Director will participate in short and long range planning programs and be responsible for the direct management of a large dining unit serving 4000 meals daily.

The successful candidate must have a thorough understanding of the college student market, a track record of successful program development and accountability and a demonstrated record of holding positions of increasing responsibility and complexity in the College Dining field. Excellent managerial and interpersonal skills are required.

HRI or related degree, or equivalent combination of education and experience required. Salary range \$42,750-\$48,000 depending on qualifications and experience. nterested parties should make reference to Job Number

#### ASSISTANT DIRECTOR - FINANCE & SYSTEMS **University Food Services**

A new position responsible for providing accurate and timely financial data and analysis for the purpose of assisting Management in achieving financial goals. The Assistant Director of Finance and Systems will also analyze and manage all manual and automated systems, recommend and implement new systems, and assume responsibility for the general supervision of the functions of the Office Manager, Purchasing Manager and related office staff. The successful candidate will have a high energy level, be goal-oriented, a self-starter and an efficient leacher with highly developed interpersonal skills. Experience with

CBORD and other current systems is preferred. A Bachelor's degree in HRI, Accounting, or related field, or an equivalent combination of education and experience, preferably in a College Food Service environment, is required. Salary range \$35,200-\$42,000 depending on qualifications and experience, interested parties should make reference to Job Number A00043.

To apply for either of these positions, please submit cover letter and resume to: Anne Dawlay, Brown University, P.O. Box 1936, Providence, Rhode Island 02912. Brown University is an EEO/AA Employer.



#### DIRECTOR, AFFIRMATIVE ACTION UNIVERSITY OF CALIFORNIA, SANTA CRUZ

Reporting to the Assistant Chancellor for Human Resources, the Director of Affirmative Action is the campus' Affirmative Action Officer and a member of the Human Resources Management Team. Coordinates at aspects of employment affirmative action; and serves as a resource to senior menagement in motters related to equal employment apportunity and non-discrimination. Coordinates and meintains staff and academic Affirmative Action plane; monitors compliance with Title IX, Section 504, and the ADA; coordinates response to discrimination compleints. Manages the Affirmative Action Office and annual budget, supervises staff of four. Requires Damonstrated experience in the design, development, and implementation of successful affirmative action programs in a university, managerial, budget administration, and supervisory experience; knowledge of the principles underlying staff and coademic personnel policies and procedures, familiarity with the complexities of a research university and, an understanding of human resources management in a similar environment. Contect (408) 459-2011 for Required Supplemental Application and copy of complets job description & requirements. Refer to Job #82-08-08. Befary commensurets with qualifications and experience. Expellent benefits package. Applications/résumés, completed supplemental application, sefery history, and the names, addresses, and telephone numbers of three references must be received by 9/21/82 at the UCSC Personnel Office, 102 Communications Bidg., Banta Cruz, CA 95084. AA/EEQE

varioty of units which comprise the University and with culturally diverse popular light the Property of the Comprise the Universe popular light the Property of the Comprise atty and with Culturally adverse populations. Applications: Review of applications will begin immediately and continue until September 1, 1992. Submit letter of spell-cation, transcripts, résumé, and other supporting materials to: Dr. Rosaid T. Lee, Search Committes Chair. Position #221166, University of Rhode Island, P. O. Box G. Kinston, Rhode Island, P. O. Box G. Kinston, Rhode Island, P. O. Box G. Kinston, Rhode Island, C2881. An Affirmative Action, Equal Opportunity Employer. Women and majorities are encouraged to apply.

Music Therapy: One year, full-time nos-

Music Therapy: One year, full-time sostemure track. Qualifications: Master's depres, certification as CMT or RMT, teaching and chialcal experience. Responsibilities: coordination of music therapy majors, teaching Music Therapy Course, supervision of field experiences, advisement. Rank and salary commensurate with experience in education. Applicant's should subsait lotter of interest, current resumed, and list of three references with telephone numbers to Dr. John Taylor, Chalreperson, Department of Music and Art, Box SMS, Tennessee Technological University. Conkeville, Tennessee 1810s. Women and minorities are encouraged to apply. Applications will be excepted until the position is filled. AA/BOZ.

Nursbay: Paculty needed for metronotitan health sclepce center with opportunities for

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#### ASSISTANT DIRECTOR FOR LIBRARY SYSTEMS

The University of Chicago Library is seeking applications and nominations for the position of Assistant Director of Library Systems. This position requires a high degree of innovation and creativity in carrying out broad responsibilities for planning and developing all aspects of library information and data management systems and communication networks both within the Library and in collaboration with University computing organizations. The Library and University are planning new technological solutions to meet emerging University information needs. This position will play a key role in these efforts and will articulate, advocate, and represent the Library information technology interests throughout the University.

Library Systems provides services to the University Library which is com-prised of the Joseph Regenstein Library, the John Crerar Library, the D'An-gelo Law Library, and five other libraries. The University's research collec-tion Includes over 7 million volumes and microforms, more than 7 million manuscripts and archival pieces, and a developing collection of electronic information sources. The Library System staff develops, operates, and main-tains the Library's online catalog, circulation system, and technical process-ing functions. Over 75,000 transactions are generated daily. Library Systems also has responsibility for developing the Library's management information systems and providing support for administrative computing.

systems and providing support for administrative computing.

The Assistant Director for Library Systems reports to the Director of the Ubrary, and, as a member of senior library administration, serves on Management Council and Administrative Committee and participates in library-wide planning and policy-making. Responsibilities as an assistant director include: formulating and articulating division priorities within the Library; allocating divisional resources which reflect and anticipate changes in operations, budgets, and library priorities. In addition, may participate in developing funding resources for systems. The Assistant Director represents the Library in regional and national activities, and manages Systems staff of four-teen library and computing professionals.

OUALIFICATIONS: MLS from an ALA accordited library school or another

QUALIFICATIONS: MLS from an ALA accredited library school or another relevant advanced degree is required. Significant related experience as demonstrated by professional accomplishments is also required.

As evidenced by experience, the ability to manage library information technology resources with creativity, energy, and initiative is required, as is the ability to understand the missions and trends of research libraries and librarianship. Evidence of excellent interpersonal, management, and communications skills and a service orientation are required. This includes excellent negotiating skills and the ability to work positively and offectively in a collaborative work environment.

Familiarity with library integrated systems is preferred, as is a combination of experience with malnframe and microcomputer applications and IBM and UNIX-based operating systems. Familiarity with open systems design and standard client-server applications, microcomputer and CD applications is highly desirable.

SALARY AND BENEFITS: Appointment salary will be based on qualifications and experience. Benefits include retirement plan, health care coverage, life and disability insurance, and paid leave. There is a tuition benefit plan. APPLICATION PROCESS: Letter of application should include curriculum vitae and the names, addresses, and telephone numbers of three references. Review of applications will begin October 1, 1992, and continue until the position is filled. Applications should be sent to:

Denise Weintraub Personnel Office University of Chicago Library 1100 E. 57th Street Chicago, Illinois 60637

The University of Chicago is an equal opportunity employer

#### Art Collections Manager

#### The Schomburg Center Search Extended (Previous applicants need not re-apply)

The Schomburg Center for Research in Black Culture of The New York Public Library has an exceptional opportunity for an Art Collections Manager. Will be responsible for the organization, management and development of the Center's Art and Artifacts Division. Duties will include processing, cataloging and managing our collections of African American and African paintings, prints, sculpture and artifacts and providing public access to them.

Qualified candidates must have advanced training in African Qualified candidates must have advanced training in Aurean American and/or African Art History or Museology. MLS from an ALA accredited Library School or a Master's degree in Fine Arts, Art History or Museum Studies is highly desirable. Minimum of four years experience organizing and managing fine art, artifact, sculpture, and poster collections in a research library or museum required. Knowledge of cataloging in an on-line analysismals.

We offer a competitive starting salary plus excellent benefits. Por prompt consideration please send resume in confidence to: Human Resources Dept. DC-2 selected for consideration will be contacted for an interview apportunity Employer M/F

### The New York Public Library 8 West 40th Street, 2nd Ploor, New York, NY 10018

Nursing: Georgie Southern University De-partment of Nursing toeks pursing faculty. The Department of Nursing at Georgie Southern University seeks applicants for and noninces, resumes, and other seneral The Department of Nursing at Georgia Southern University seeks applicants for one faculty position in our BSN program. Zotal Fall 1991 envolument oxecods 13,000. The Department of Nursina now has every 300 students and advisees and more application, awaiting for acceptance. Twenty-four faculty perform teaching, grant-writing, service, and research in a closely-kint department. Position requirements: MSN or MN: Medicul-Suricel specialty; three years' canching experience at college level. Preferred: doctomic three years' chinical experience. Rank and salary are commensaries with qualifications. Send fetter of application, unofficial transcripts of all demands and nanaca/addresses of 3 references and nanaca/addresses of 3 references with qualifications. Send fetter of application, unofficial transcripts of all demands. Aching Southern University, LB 8158. Statesborg, Georgia 30460. Application deadline is November 10, 1992. Position available preferred January 2, 1992 or no later than September 1, 1993. Georgia Southern University.

Records Act.

Nursing Nursing Faculty for Pail 1993. The University of Texas at Austin School of Nursing seeks applicant for a new tenure-track faculty position in genuciology nursing, Master's in Nursing and doctorate required. Ph.D. is Nursing preferred. Record of leadership in genuciology mursing, funded research and published scholership required. Duties will include teaching, research, and community and university services. Good communication stills required. Applications will be accompeditioned for the property of the property of the property of Texas at Austin School of Nursing, 1700 Red River, Austin, Texas 78701-1499. The University of Texas at Austin is an Equal Opportunity, Affirmative Action Bruptoyer.



#### **BATES COLLEGE** REGISTRAR

Bates College invites applications for the position of Registrar, Reporting to the Vice President for Academic Affairs and the Dean of the Faculty, the Registrar supervises the management of student academic records, directs course scheduling and registration, oversees graduation certification and commencement, and issues transcripts. The Registrar prepares informational material relating to curriculum and the academic calendar and conducts course evaluations. The Begistrar works closely with deans, faculty, and other administrators to ensure the integrity of the academic record and compliance with federal regulations regarding rights of privacy and disclosure. The Registrar also maintains data bases and analyzes information for use in institutional research.

Bates College, located in southern Maine, is a highly selective liberal arts college of approximately 1,500 undergraduate students and 170 faculty members. Bates is recognized among the nation's leading colleges of liberal arts and sciences.

Qualifications: BA required, MA preferred and five years' experience in registration or related field. Excellent written and ond communications skills and computer experience are essential. The successful candidate will have the ability to understand and implement systems and appreciate the function of detail in those systems, and must be able to work appropriately with sensitive and confidential information.

Pleuse send letter of application, a résumé, and the names, addresses and telephone numbers of five references by August 31, 1992 to:

REGISTRAR SEARCH COMMITTEE
BATES COLLEGE
PERSONNEL OFFICE, 217-R LANE HALL
LEWISTON, ME 04240

Bates College is an Affirmative Action, Equal Opportunity Employer.



Assistant Director of Admission HOBART COLLEGE

Founded in 1822, Hobart currently enrols 1,000 men and is coordinate with William Smith College (850 women). The Colleges, located in Geneva, New York, anticipate a combined first-year class of 500 selected from approximately 3,000 applicants.

Hobart College invites applications for the position of Assistant Director of Admis-

Responsibilities include the full range of admission activities: evaluation of credentials, interviewing, maintaining relations with schools, applicants and their parents, alumni, and the College's community. Approximately 6-8 weeks of travel can be expected. Candidates for this position must possess supertrommunication skills and be able to articulate the aims and purposes of a liberal arts education, in general, and for men in particular. A Bachelor's degree is required, and two years' experience is preferred. Salary will be commensurate with experience and education.

Position is available immediately to be filled as soon as possible. Please send comprehensive letter of interest and resume, as well as the names, addresses, and phone numbers of three references by August 19, 1992, to:

Leonard A. Wood, Jr.
Director of Admission, Hobart College
Hobart and William Smith Colleges
Geneva, New York 14466

Hobart and William Smith Colleges are an Equal Opportunity Employer

#### **Associate Director of Campaign** The New York Botanical Garden

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Prestigious horticultural, educational and scientific museum, with substantial programs in environmental education, seeks highly experienced fund-raising professional to participate with senior staff and volunteers in a projected \$100 million plus campaign. Position reports to Vice President for Development. Superior communication skills, includ-ing proposal writing, are essential, as well as over five years of proven experience in constituency development, the process of strategizing and soliciting major gifts, and volunteer development. Excellent benefits including four weeks' vacation. Send résumé and salary requirements to:

Personnel Director The New York Botanical Garden 200th Street and Southern Boulevard Bronx, New York 10458-5126

AA/EOE/M/F/D/V

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A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators —

every week in The Chronicle.

### NATIONAL SCIENCE

**FOUNDATION** Public Affairs Positions

The National Science Foundation (NSF) seeks to fill four positions in its Office of Legislative and Public Affairs. Three of the position are for public affairs specialists and the fourth is a supervisory position as Head, Communications Resources Section. This section is responsible for NSF publications and internal communicat

NSF is recruiting for these positions from colleges, universities, state and local governments and nonprofit organizations approved under the Intergovernmental Personnel Act. Applicants must be permanent, career employees of their current employer for at least 90 days prior to entering into a mobility assignment agreement with a Federal agency. Duration of assignment (1-2 years) reimbursement of salary and other related costs are negotiated between NSF and the individual's institution.

Successful applicants in the three public affairs specialists positions will develop and implement print and electronic communications plans and materials; arrange press conferences, media briefings and placements, and other public information activities; and work closely with public information officials in colleges, universities, and other research oriented institutions regarding NSF-supported projects and programs.

Two of the above positions will have a particular emphasis on NSF's Antarctic program. Successful applicants will spend an extended time (up to three months) each year in Antarctica and must pass a physical examination and medical acreening for travel to that continent.

Preferred qualifications include an advanced degree in journalism, science, or engineering. Experience in working with electronic and print media in a major market is highly desirable.

The Communications Resource Section Head position will have supervisory responsibility for the development and implementation of all official NSF publications and its internal communications. The incumbent will supervise 3-4 publications specialists. Preferred qualifications include an advanced academic degree and experience in conceptualizing, developing, and implementing publications directed at both internal and external auditors.

NSP is an independent agency of the federal government established in 1950 to promote and advance scientific progress in the U.S. NSP accomplishes its mission primarily by competitively awarding grants to educational institutions for research and education in the sciences, mathematics,

Nominations and the applicant's résumé should be sent by the applicant's institution (not by the individual applicant) to: National Science Foundation, Staffing and Classification Branch, 1800 G Street, N.W., Room 208, Washington, D.C. 20550, Attn: Catherine Handle (202) 357-9681, no later than August 28, 1992. For technical information contact: Michael Fluharty (202) 357-9498. NSF is an Equal Opportunity Employer.



## College of Health Sciences

Student Financial Aid Officer

Responsibilities: Ensures efficient management of the total scholarship, work, grant and loan programs. Provides students with financial aid counseling. Communicates with federal, state and other agencies providing financial aid to students. Prepares complex reports and maintains accurate records.

Qualifications/Requirements: Master's degree in student personnel, counseling or related field preferred. Extensive experience in financial aid. Excellent oral and written communication skills, analytical, and people skills. Highly developed organizational and management skills essential. Must demonstrate an understanding of the importance of the role of financial aid programs ar or the importance of the role of financial aid programs and policies in student recruitment and retention. Experience with interactive computerized financial aid management systems.

The College: The College of Health Sciences, sponsored by Community Hospital of Roanoke Valley, is a private two-year coeducational, allied health institution accredited by the Commission on Colleges of the Southern Association of Colleges and Schools, Located in the urban center of the Blue Ridge Region of Virginia the College in the surpara center of the Blue Ridge Region of Virginia, the College is surrounded by picturesque mountains and is within minutes of Smith Mountain Lake recreation area. Roanoke, listed by Paranting magazine as one of the ten best cities in the United States in which to raise children, is a mountain the states of the control of the c wonderful community in which to live, work and enjoy life.

To Apply: Applications will be accepted until the position is filled.

Submit resume and letter of interest to: Mr. Tom Adams, Dean of Administrative Services, College of Health Sciences, 920 South Jefferson Street, Roanoke, VA 24016.

The Callege of Health Sciences is an Equal Opportunity Employer

consideration, submit a letter of applica-tion, current resumd, and the names, ad-dresses, and phone numbers of three refer-ences to Chair, Search Committee, SHC 106, Central Missouri State University 64033 by December 1, 1992, Screening will continue until position is filled. Central val-ues diversity-men and people of diverse groups are encouraged to apply. AA/EEO/ ADA.

Nursing: West Toxas State University seeks a faculty member to teach in their graduate program in family nursing. Requirements include a Ph.D. in Nursing or a related field, commitment to scholarly activity and qualification for licospure in Texas. Salary is commenced actuated to Joieen Walsh, Ed.D., RNC, WTSU Division of Nursing, WT Box 969, Canyon, Texas 79016. WTSU is an equal opportunity, affirmative action candoyer.

Nursing: Department Chair sought to administer an NLN accredited beocalaurente nursing program. Masters in nursing required with an earned doctorate in nursing or related field. Must be eliable for Missouri licensure. Administrative experience in BSN program including two years' technic. Sustained record of scholarly activity. For fall consideration, submit a letter of annifers. Administrative, clinical and baccatomistic and five years' technics. Sustained record of scholarly activity. For fall consideration, submit a letter of annifers. leureate teaching experience. Must have a commitment to professional unrising aducation in a private, liberal arts college. Program is NLN accredited, Submit tetter of application, curriculum vitas, official transcripts and three professional references to: Kathy Flyan, Personnel Coordinator, College of Saint Benedict, 37 South College Avenuc, St. Joseph, Minnesota 56374. Applications received after November 1, 1992 cannot be guaranteed consideration. Screening will conflue until the position is filled. Women and minorities are encouraged to apply.

#### **UNIVERSITY OF MARYLAND COLLEGE PARK LIBRARIES**

#### **Program Manager/Archivist**

**Contract Appointment** 

The University of Maryland College Park Libraries Invites applications for the position: Program Manager/Archivist. One-year contractual

appointment.

Responsibilities: Develops and maintains archival policies and procedures for the administration and use of the National Public Broadcasting Archives. Participation in survey and appraisal work; accessions collections deposited at the Archives at the UMCP campus. Directs the work of Program Analysts, student assistants, interns, and other staff on projects connected with the arrangement and description of collections. Develops finding aids and other research tools to assist the public in use of the collections. Provides reference assistance to users of the Archives; works with other library staff on public outreach and publicity. Assists in strategic planning, involving areas such as collection development, use of space, public relations, and grant funding. Acts as itsian between the University of Maryland at College Park Libraries and the Academy for Educational Development, a non-profit organization which presently is involved in the work of the National Libraries and the Academy for Educational Development, a non-profit organization which presently is involved in the work of the National Public Broadcasting Archives in collection development, fund raising, public relations, and oral history. As University responsibilities for NPBA increase, the archivist will take on added responsibility in these

Qualifications: Evidence of formal archival instruction and training required. Master's degree required; Master's degree in Library Science with emphasis on archival study preferred.

ence with emphasis of a convert study personal archi-experience: At least three years of experience as a professional archi-vist, including administrative and supervisory experience required. In-depth knowledge of archival appraisal and processing techniques, fund raising, public relations, preservation, strategic planning, oral history and use of computers preferred. Previous archival work expe-rience at a large academic campus preferred. Previous responsibility for administering archival collections in the field of broadcasting pre-

Salary: \$29,702 minimum. Salary comm. with exp. Available benefits. Applicatione: Full consideration, submit résumé and names/addresses of three references by September 18, 1992. Applications will be accepted until the position is filled. Send résumés to Ray Foster, Personnel Librarian, Library Personnel Services, McKeldin Library, University of Maryland, College Park, Maryland 20742-7011.

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER. MINORITIES ARE ENCOURAGED TO APPLY.

#### DIRECTOR, DIVISION OF **ELEMENTARY, SECONDARY** AND INFORMAL EDUCATION NATIONAL SCIENCE FOUNDATION

Washington, D.C. 20550 NSFs Directorate for Education and Human Resources seeks qualified applicants to direct and manage activities of Division responsible for funding K-12 science, mathematics and angineering education in areas of teacher education, materials development and research programs for K-12 students, and for initiation and support of informal science education projects in science, mathematics and technology. Division has a staff of 45 employees and a FY 1992 budget of \$197.4 million.

Appointment to this Senior Executive Service position will be on a career or 2-3 year limited term appointment basis with a saleny of ES-1 (\$90,000) to ES-4 (\$104,000). Alternatively, solectee may be assigned under intergovernmental Personnel Act provisions, retaining current salary and benefits. Applicants must have ability in planning large, complex programs in areas related to K-12 science and engineering education; demonstrated supervisory skills; and knowledge of current capabilities and trends of the scientific/engineering K-12 and informal science education communities.

Applicants should contact George Pittmon on 202-357-9565 (hearing impaired individuals may call TDD-357-7492) to request vacancy announcements EP 92-8 (SES career); EP 92-18 (SES limited term) and/or EP 92-28 (IPA) for complete qualification requirements and application procedures. Applications must be received by September 22, 1992.

**EQUAL OPPORTUNITY EMPLOYER** 

promising positions requiring technical howledge and management of a comprehensive benefits program and experience in design, re-design and implementation of rost effective benefits programs. Seeking movetive, one petic individual with accelerating the program of the program of the program of the profit background preferred. Review of applications will begin September 1, 1992. Please send cover letter, resumé and references to Statewide Office of Human Resources, 910 Yukon Drive #206, Fairbaltz, Alaska 18 nn BOJAA employer and educational lantington. Minorities and women are encouraged to apply.

classroom instruction in informatics and management related courses. Applicants for the position should have master's described in relevant field, with doctoral preparation preferred and broad experience in providing information and evaluation support in an academic setting. Must have previous experience with supervision of LAN's, hands-on experience with database management system design, and development of evaluation systems. Application deadings, August 20, 1992. Contactivend resume to: Mary Ann Christ, Ed.D., R.N.C., Dean, School of Nursian, The University of Mississippi Medical Centar, 2300 North State Street, Jackson, Mississippi 3216-4935; 661-984-6201. Equal Opportunity Employer, MPTHV.

Personneli Director of Benefits. The University of Alaska System is seeking a Director of Benefits. The position is responsible for the design, administration and communication of a benefit program for 3,500 Sheality and staff employed throughout the state. Candidates must have demonstrated assayledge and management of a compre-Kansas is an EO/AA Employer. A ful lob description is available upon request. Applications (letter of interest, resume, names, and addresses of three references or nominations should be submitted in Professor Valentino J. Stella, Chairman, Pharmacy Dean Sparch Committee, Office of Academic Affaire, 132 Strong Hall, The University of Kansas, Lawrence, Kansas 66045.

66045.

Physical Education: The Physical Education Department of the State University of New YorkCollege at Cortiand is offering a structure assistantially for a candidate with a B.S. In Physical Education and a finess emphasis to direct a new fitness facility under the Director of Recreational Sports. Please send a tester of application, resent, transcripts, and three letters of recommendation to lerry Casciani, Chair, Physical

#### PLACEMENT DIRECTOR, MIBS (Master of International Business Studies)

#### **College of Business Administration**

The University of South Carolina

As a member of a team reporting to the Associate Dean for Development, the Placement Director, MIBS, will be responsible for the career planning and placement services provided to students in the MIBS program. Specific responsibilities will include developing and implementing effective career planning and placement strategies and programs; expanding career opportunities for MIBS students; management of the MIBS Placement Office; and coordinating MIBS career planning and placement activities with other units of the College of Business and the University.

The MIBS program in the College of Business Administration at the University of South Carolina is one of the most prestigious graduate informational business programs in the world. For the past three years, the informational Business Department at the University of South Carolina has been ranked number one in the nation in surveys by U.S. News & World Report. MIBS is also the largest graduate international business program offered by a school of business accredited by the American Assembly of Collegiate Schools of Business (AACSB).

QUALIFICATIONS: A graduate husiness degree (preferably with an emphasis in interna-tional business); two to soven years' work experience (preferably in an international environment); proficiency in at least one language other than English; familiarity with corporate recruiting and college placement programs; and administrative experience in an academic environment are desirable. Excellent interpersonal, oral and written commu-nication, and organizational skills are essential. A willingness to travel extensively is required.

APPLICATION PROCEDURES: Qualified applicants are encouraged to submit a résumé and a cover letter highlighting their relevant experience and accomplishments to the Associate Dean for Development, College of Bushinss Administration, The University of South Carollina, Columbia, 5C 29208. This position is available September 1, 1992.

The University of South Carolina is an Equal Opportunity, Affirmative Action Employer

#### **DIRECTOR OF ADMINISTRATION** AND TREASURER

#### THE BROOKINGS INSTITUTION

WASHINGTON, D.C.

The Director of Administration and Treasurer reports to the President, and has responsibility for accounting and budgeting; human resources; the Computer Center; the Library; and all general services including facilities management, purchasing and catering services. As Treasurer, the individual work with the Board's investment and audit committees to oversee the institution's \$110 million endowment.

Requirements include a bachclor's degree and 10 years' senior management experience; and salvanced degree in business, finance or human resources is strongly preferred; candidates must have excellent leadership qualities, strong writing and interpersonal skills, and familiarity with computer ays-

The institution is a private nonprofit organization, with a \$20 million budget, founded in 1916. It is devoted to research, education, and pullication in economics, government and foreign policy.

Interested candidates should submit a resume, with cover letter stating salary history, plus a list of three references by August 28 to:

Ms. Zarina Durrant Personael Manager The Brookings Institution 1775 Massachusetts Avenue, N.W. Washington, D.C. 20036

Brooking is an affirmative action, equal opportunity employer which encourages applications from women and minorities.

PORTLAND

COMMUNITY

COLLEGE **Public Safety Lieutenant** Job #2-92/93

(3 positions) The Portland Community College Department of Public Safety Is seeking qualified public relations oriented professionals for the positions of Public Safety Lieutenant. The Lieutenant is the senior public safety supervisor on a campus reporting directly to the Chief. Equivalent to an Associate degree in a criminal justice discipline or related field withree years of experience performing the general duties required of a police or public safety officer with at least 1 year at the rank of sergeant or higher. In the absence of a degree, 2 years of experience performing the duties equivalent to a Public Safety Lieutenant wan additional 3 years of experience performing the general duties required of a police or public safety officer may be substituted. Applicants must be able to meet the minimum employment, training and certification standards established by the Department and BPSST. The screening and selection standards are explained in the application packet. Salary Range: \$27,581-\$37,315. Closing date for applications: September 4, 1992. Obtain the REQUIRED APPLICATION PACKET from Staff Employment, P. O. Box 19000, Portland, OR 27280-0990; (303) 273-2823, PCC is committed to staff diversity and encourages minorities, women and the physically challenged to apply.

Education Department, State University College at Cortland, P. O. Box 2000, Cortland, New York 13045. This position carries a \$4,000 attend and six hours of tuition waived per semester.

waived per semaster.

Political Science: The Department of Political Science invites applications for a full-time, tentire-track appointment as Assistant Professor of Political Science to begin in Fall 1997. Regulted qualifications: Fa.D. in Political Science, specialist in American politics, qualified to teach upper level, understandate courses in Public Law and Political Schawfor (including voting behavior including voting behavior and interest groups). Demonstrated ability to conduct and publish scholarly research, demonstrated evidence of effective teaching, shillip to work with a culturally diverse population, and commitment to governance and advisoment responsibilities. Besinning review date: October 1, 1992. Send letter of application, curriculum vitae and have three (1) letters of reference sent to: Edward J. Keily. Assistant to the Presi-

notice will quickly put you in touch with the best prospects for the positions you have

A Bulletin Board

available.

#### ASSISTANT DIRECTOR OF DEVELOPMENT

Brigham and Women's Hospital seeks a highly qualified person to take on major responsibilities within its recently reorganized and refocused development department. Working in concert with other senior and staff officials, this Individual will plan, conduct, and evaluate fundralsing programs related to ongoing and campaign support. A primary focus will be in major gifts from individual, corporate, and foundation prospects. Much of this effort will require the involvement of leading members of the hospital

A Bachelor's degree, seven to ten years of development experience, and a proven track record in major gift fundraising and management are required. The selected candidate will possess enthusiasm, creativity and initiative, as well as exceptional organizational, strategic planning and communication skills.

#### SENIOR DEVELOPMENT PROFESSIONAL

Brigham and Women's Hospital seeks a talented, highly-motivated professional to help plan, conduct, and evaluate programs for ongoing support, in addition to managing a variety of other campaign functions. Responsibilities will include the management of the direct mail and donor cultivation programs that provide a major source of annual philanthropic income and serve as a foundation for other fundraising efforts.

Requirements include a Bachelor's degree, four to six years of professional experience in development, public relations, or a related (field, and a demonstrated ability to achieve measurable results. The ideal candidate will possess enthusiasm, creativity.) and initiative, as well as exceptional organizational, strategic planning, and communication skills.

#### **DEVELOPMENT PROFESSIONALS**

Brigham and Women's Hospital is seeking a wide range of talented, highly motivated individuals to help coordinate a variety of functions within its newly reorganized development program. Candidates must exhibit intelligence, energy, enthusiasm, and the commitment to become strong team members of a highly challenged fundraising effort.

Please send resumes to JMD, Human Resources, Brigham and Women's Hospital, 75 Francis Street, Boston, MA 02115. An equal opportunity employer.



IT'S MORE THAN THE HOSPITAL. U.S. THE PLOPEL.



Director of Corporate Foundation Relations

Plorida State University Foundation

The Florida State University Foundation is seeking applications for the position of Director of Corporate and Foundation Relations. A bachelor's degree is required with 3-5 years' experience in higher education fund raising or related experience.

The successful candidate should have a strong record of achievement in corporate and foundation fund raising including capital campaigns. Proposal preparation and submission are key functions of this position. Staff will include Foundation Relations officer and program assistant.

sted applicants should submit a latter of application and resume to: Loretta H. Patterson, Capital Campaign Director Florida State University Foundation, Inc. The Hecht House - 634 West Call Street Tallahassee, Florida 32806-4013

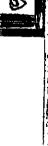
Consideration of applications will begin immediately and continue until the position is filled.

An Equal Opportunity, Affirmative Action Employer

reached. To apply, send a letter outlinds cinical and teachino interests, and admissistrative experience; a curriculum vine; representative reprints or preprints; and have forwarded three letters of recommendation. All emercial should be sent to Michael D. Kahn, Chair, Search Committee, Department of Clinical Psychology, The University of Hautford, West Hartford, Connecticut 06117. The University is an Equal Opportunity, Adimaniya Action Employer and specifically invites and encourages applications from women, misonities and members of underrepresented sprouse.

deni, SUNY College at Brockport, 408 Allen Administration Bubbins, Brockport, New York 14420. AA/ROB.

Psychology: Clinical Psychology, Department Chalp/Clinical Psychology, and Director: A visit process of the provisionally accredited Psy.D. program is seeking a Chalp/Clinical Director who is an experisoned clinical, and the precipioner model acceptance of the provisional training issues, and the Precipioner model acceptance of the provisional training issues, and the Precipioner model acceptance of the psychology and lawe proved sality of Hariford is located in beautiful souther the good of fall accreditation. The University of Hariford is located in beautiful souther of New York City and Botton and offers competitive salary and basefus including trillon walvers for dependents. Applications will be accepted until a decision is reached. To spely, send a letter outlined competitive salary and basefus including clinical and training in the provisional provisions will be accepted until a decision is reached. To spely, send a letter outlined clinical and training in the provisional provisions will be accepted until a decision is reached. To spely, send a letter outlined clinical and training in the provision of the provision of the provision of the provision of the part of the part of the provision of the part of the p NZ\$49,085 per annum, and for Sénier Lecturers is NZ\$32,000-NZ\$67,080 per annum.
Broguiries of an academic nature may be
made to Dr. Michael D. Hills, Chairpenson
of Psychology, telephone (64 7) 856289
(office hours) or (64 7) 8563548 (after
hours), fax, (64 7) 856 2158. Information on
the method of application and conditions of
appointment may be obtained from Personnel (Academic Staffins). The University of
Walksto, Private Bas 3105, Hausilton, New
Zealand; telephone (64 7) 856 2889, Pax (64
7) 85620135. Applications quoting reference number A9241 should reach Academic Staffins by 21 August 1992. Equal Opportunity is University policy. Enquiries
are welcome from all suitable applicants.
Places for appointess' children mag, ayavailable in the crecks run by the Campan.





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#### University of Wisconsin Center Fox Valley

The University of Wisconsin Center-Fox Valley invites applications and nominations for the position of Campus Dean. The UW Center-Fox Valley, one of 13 University of Wisconsin Centers, is a freshman-sophomore liberal arts transfer institution with an enrollment of 1,500 attalents. The campus is located in Menasha, Wisconsin, in the heart of northeastern Wisconsin's Fox Cities. In addition to credit instruction, area residents know the campus for its continuing education programs, theatre, art gallery and planetarium.

The Dean is the cluef executive officer of the campus and reports to the Chancellor of the UW Centers in Madison. Duties of the officer include working in collaboration with governance committees in the continued development of academic and support programs, budget and personnel administration and representation of the campus to its various publics, including

Candidates are required to have professional experience at the college or university level. Preference will be given to applicants who have both teaching and administrative experience and who hold a terminal legger and other appropriate credentials for rank and tenure in a UW Center's scadenic department. In addition, the candidate should pussess a love of learning, strong interpersonal and communication skills and a sense of lumour.

-

Annual salary is \$60,000-\$62,000 plus an excellent fringe benefit package. We ambleipate a starting date no later than July 1, 1992. Application Procedures

Splication deadline is October 2, 1992. Candidates should arbinit a letter of application stating personal qualifications and interest in the position and a résumé. Nominations welcome. Send materials to: Marc Potash, Chair

Search and Sercen Committee UWC-Fox Valley 1478 Midway Road Menasha, Wisconsin 54952-0002

The University of Wisconsin Center-Fox Valley is an Affirmative Action, Equal Opportunity Employer and encourages women, members of numerity groups, handicapped persons, and veterans to apply. Applications must be accompanted by a statement of whether the applicant wishes to have the application held in confidence or made available to the public upon request.



#### Division of Educational Services

Expanding division is seeking energetic, skilled education appetalists who are interested in consulting with medical school faculty on the design, implementation & evaluation of physician education programs.

SENIOR THST AND MEASUREMENT SPECIALIST
Master's Degree in Educational Psychology or Education with emphasis in
measurement/testing; min. 3 yrs.' experience in higher education.

SENIOR EVALUATION SPECIALIST
Master's Degree in Educational Psychology or Education with emphasis in
educational evaluation; min. 3 yrs. experience in higher education. INSTRUCTIONAL DESIGNER

Master's Degree in Education with emphasis in ID; min. 1 year's experience in higher education (two positions).

Qualified applicants should submit their CV to: J. Rehm, Sr. Adm. Assistant, Division of Educational Services, Medical College of Wisconsin, 8701 Watertown Plank Ruad, Milwaukee, WI 58226.

Equal Opportunity, Affirmative Action Employer, MIFID.

#### **DIRECTOR Counseling Center**

The University of Maryland Baltimore County seeks a Director to administer, coordinate and supervise Counseling Center operation. Six professional staff and five psychology graduate interns conduct comprehensive program of personal, social, educational and vocasional individual and group counseling and testing.

Full time permanent position reporting to Yue President for Student Affairs: available immediately but negotiable. Ph.D. required, preferably in counseling or clinical psychology. Minimum five years fultime experience in college counseling, previous administrative experience and licensure or certification required. Experience working with culturally diverse populations highly desirable. Salary commensurate with experience in accordance with University of Manyland Salary Plan.

Letters of interest, résumé, and names, addresses and telephone numbers of three references must be received by September 1, 1982 to practive full consideration. Send to: Debra Silvertson, Search Chair, Student Health Services, University of Maryland Baltimore, Raitimore, Maryland 21228-5398. Dr. Bonita Johnson interviewing at APA.

UMBC is on AA/EOR.

Psychology / Research: Research Asso-ciate—Vition Lab. Position available upon twister of federal funding for an experimen-ial psychologist with an M.A. or Ph.D. (pueformed) degree. Applicants who have only a B.A. degree but who have extensive

postgraduate laboratory experience may be considered. Posttion is renewable yearly up to four years pending availability of funds. A major goal of the project is the assess-ment of laser irradiation on the visual sys-tem. Applicants should have some experi-

#### MANAGING DIRECTOR OF RESOURCE DEVELOPMENT, PLANNING, AND INSTITUTIONAL RESEARCH

Community Colleges of Spokane is recruiting for a Managing Director of Resource Development, Planning, and Institutional Research at Spokane Fails Community College to develop external funding sources for the college; oversee the development of the college's long-range plan and monitor its implementation; be responsible for institutional research projects that include data gathering, tracking, and statistical analysis, etc. Minimum qualifications: Bachelor's degree or equivalent (master's degree or doctorate is preferred), basic knowledge of word processing and spreadsheet software applications; ability to organize data; interpersonal skills; demonstrated success in grant-writing and other fund-raising activities; and experience working with diverse groups in developing consensus. Salary: \$52,875, Desired date of employment: January 15, 1993. To apply obtain Community Colleges of Spokane application and submit with required materials. Obtain application from Human Resources Office, 2000 N. Greene Street, Spokane, WA 99207; phone: 509/533-7429. Application Deadiline; October 1, 1992.



#### **DIRECTOR OF ADMISSIONS**

#### **United States Merchant Marine Academy** at Kings Point

The Director of Admissions plans and implements all activities of the admissions program including nationwide recruitment, selection, retention and financial aid. Applicants should have a bachelor's or advanced degree. Required are significant experience in policy development and administration of college admissions programs; excellent oral and written communication skills; the ability to initiate and organize recruiting activities; and demonstrated knowledge of admissions counseling, current issues and trends affecting enrollment and retention, and computer based resources for supporting the admissions program. orting the admissions program.

The Academy, one of the 5 Federal academies, is a four-year residential college of approximately 1,000 students. Administered by the Department of Transportation, its baccalaureate degree program prepares selected young men and women for service in the United States Merchant Marine and the United States Naval Reserve.

This is an excepted service position in the Federal government. U.S. citizenship required. Salary competitive and commensurate with experience. Send fetter of application and resume immediately to:

ACADEMY PERSONNEL OFFICER - B

U.S. MERCHANT MARINE ACADEMY
KINGS POINT, NEW YORK 11024-1699

Review of applications will begin August 17 and continue until a sultable candidate is found.

EQUAL OPPORTUNITY EMPLOYER M/F/H/V

#### **State University of New York College of Agriculture and Technology** at Cobleskill

#### **EDUCATIONAL OPPORTUNITY PROGRAM COUNSELOR**

Temporary appointment beginning Fall, 1992. To conduct academic, personal, career, and financial aid counseling. Conduct EOP student support groups; organize tutorial program; develop EOP meeting and semester activities. Bachelor's degree in Counseling or related field required, Master's preferred. Experience working with disadvantaged and underrepresented populations required. Excellent fringe benefits. Search committee will begin deliberations immediately. Submit letter of application, transcripts or copies thereof and a current résumé including the names and addresses of three references to:

Dr. Renee' Scialdo Shevat
Director of Human Resources Management
State University of New York
College of Agriculture and Technology
Cobleskill, NY 12043

An EO/AA Employer



 ${f T}$ he most extensive listing anywhere of jobs available in higher education ---

every week in The Chronicle.

#### DEAN School of Business

(Bloomington/Indianapolis)

INDIANA UNIVERSITY The School of Business at Indiana University is seeking applications and nominations for the position of Dean.

Responsibilities: The Dean provides innovative academic and administrative leadership to the School of Business in a time of change and is responsible for the financing and operation of eight departments. The Dean is expected to articulate the mission of the School, to foster outstanding teaching, research and service, and to expand the resource base

Qualifications: Candidates should have either the qualifications and achievements consistent with a terrured appointment as full professor or a business background with an outstanding record of leadership and achievement and a demonstrated commitment to and understanding of higher edu-

Desirable qualifications include:

ability to lead and manage faculty, students and staff;
 convolutent to excellence in teaching, research and service;
 personal qualities that facilitate working relationships with the University, other disciplines, alumni and business leaders;

ability in fund raising;
 understanding of the international business environment.

The School: The School offers degrees at the Bachelor's, Master's and Doctorate levels. All three are highly ranked programs nationally. The School has an enrollment of 3,500 undergraduate and 1,160 graduate students, 200 faculty members and 60,000 alumni. It offers a wide variety of executive development and international exchange programs.

The School operates with a policy of one mission and one faculty at two locations—Bloomington and Indianapolis.

Starting Date: The position will be available on July 1, 1993.

Applications and Nominations: Applications received before October 14, 1992 will be given priority. Candidates should submit a letter of interest and a curriculum vitae or résumé. Nominations and applications should be sent to:

Trevor Brown, Chair Dean Search Committee School of Business Indiana University Joomington, IN 47405

Indiana University is an Equal Opportunity, Affirmative Action employer. Women and minorities are urged to apply.

#### University of Arkansas ASSOCIATE CONTROLLER

\*

The Office of Financial Affairs at the University of Arkansas is seeking an individual to fill the position of Associate Controller. This position is responsible for the supervision and management of the Plant and Property Accounting division of Financial Affairs. This position reports to and assists the Controller to establish and maintain accounting systems and procedures in conjunction with current changes in accounting standards. Also, this position will assist in the development of maintrame and PC based accounting systems, documentation of the systems, preparation of user manuals and the development of training seminars for system users.

Misterian symbiostops technics and access to Associate on Figure 2 with a

Minimum qualifications include a degree in Accounting or Finance with a Certified Public Accountant designation. Proven managerial skills, strong technical skills and knowledge of fund accounting is highly desirable. In addition, preference will be given to applicants with 3 to 5 years' experience in a University financial environment. The salary range for this position will be \$36,000-\$40,000 per year, based on the qualifications of the successful candidates.

Send letter of application and résumé to:

Office of Financial Affairs Attn. Cathy Renner University of Arkansas Administration Building 316 Fayetteville, AR 72701

Applications must be received on or before September 7, 1992. The University of Arkansas is an equal opportunity, affirmative action institu-tion. All applicants are subject to public disclosure under the Arkansas Free-dom of Information Act, and persons hired must have proof of legal authority to work in the United States.

The Nevada Geriatric Education Center, a new statewide program, is seeking applicants for the following full-time positions:

Resource Coordinator: Master's Degree required; is responsible for developing an educational resource center, coordinating rural continuing education elforts, and establishing linlages with other educational units in the State of Nevada University and Community Col-

Las Vegas Program Coordinator: Master's Degree preferred; is resau in teclitating committees, organizing educational programs and groups, Identifying community resources, and coordinating program activities.

actures.

Curriculum Specialist: Doctorate Degree preferred; is responsible for curriculum review, development and organization of educational programs for faculty enhancement, working with faculty to identify needs and develop new course offerings in geriatrics and geronicio-

For more information, call 702-784-1689. Send CV and names of three references to Lisa Funkhouser, Office Manager, Gertatric and Gerontology Center, SFB 100D/146, University of Nevada, Reno, Reno, Nevada 89557-0133. These positions will remain open until filled. AA/EOE, UNR employs only U.S. citizens and aliens lewfully authorized to work in the U.S.

Recreational Sports: Coordinator of Recreational Sports, Intramural Sports/Informal

### **BULLETIN BOARD: Positions available**

DEAN OF INSTRUCTION

THE COLLEGE: Pledmont Virginia Community College, a public two-ver comprehensive community college, is a member of the Virginia Community College System. Located one mile from Charlottesville, Virginia, the college serves the city and six counties in central Virginia (population 150,000). Nearly 7,000 students are enrolled in credit programs each year, and other students participate in non-credit programs. gains each year, and other students participate in non-credit programs. RESPONSIBILITIES: The Dean of Instruction is the chief academic offi-cer of the college and reports directly to the president. As chief academic officer, the dean is responsible for the leadership of all instructional programs; curriculum development and evaluation; faculty selection, development, and evaluation; instructional budget management; leadership of learning resources; and supervision of four academic divisions. ship or tearning resources; and supervision or non-neutronic christons.

QUALIFICATIONS: The position requires an earned doctorate and six years of successful teaching and administrative experience. The candidate should demonstrate evidence of successful leadership in higher education administration. Additionally, the candidate should be committed to the mission of the community college and possess the ability to

SALARY: The starting annual salary for this position is \$57,041 to

CONTRACT AND STARTING DATE: The position is a twelve-month administrative appointment with an anticipated starting date of January

I, 1999.

APPLICATION PROCEDURES: To be considered for the position, a letter of intent to apply must be received no later than September 11, 1992. The letter should state how the candidate meets the qualifications listed above. The letter should be addressed to:

Chair

Dean of Instruction Search Committee
Pledmont Virginia Community College
Route 6, Box 1
Charlottesville, Virginia 22902

In addition to the letter of intent, each candidate must submit by September 25, 1992 a completed Commonwealth of Virginia Application for Employment (DPT form 10-012), a résumé, and the names, addresses, and telephone numbers of at least three professional references. A blank Commonwealth of Virginia Application for Employment form will be sent to any candidate upon request.

PIEDMONT VIRGINIA COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.



#### **DEAN OF STUDENT AFFAIRS**

Saint Mary's College, a four-year Catholic liberal Arts college for women with an enrollment of 1,700 located in Notre Dame, IN (90 miles east of Chicago), invites nominations and applications for the position of Dean of Student Affairs. Reporting directly to the President, the Dean is responsible for the administration and supervision of the Student Life, Counseling and Career Development, Health Services, Campus Ministry, and Recreational and Athletic Programs of the College. Other responsibilities include developing the philosophy and policies of the Student Affairs program according to the objectives and purposes of the College and teveloping a student environment conductive to the spiritual, personal, intellectual, and social growth of students. The Dean serves on various committees of the College, and has budgetary responsibilities for the Student Affairs Division. A doctorate in an appropriate said is desired as well as alguificant experience in progressively responsible positions in Student Affairs Saint Many's reserves the right to grant preference to Catholic women for this position. Full consideration will be given to candidates who respond by September 30, 1992. Submit a résumé with references to:

Director of Personnel Saint Mary's College Notre Dame, IN 46556

#### DEAN **COLLEGE OF WILLIAM AND MARY**

Marshall-Wythe School of Law

The College of William and Mary Invites applications and non the position of Dean of the Marshall-Wythe School of Law.

Applicants should possess a strong academic background and have a commitment to excellence in professional education and research. Experience in legal education is not required. Applications from women and minorities are encouraged. The College of William and Mary is an Affirmative Action, Equal Opportunity Employer.

The position will be available July 1, 1993. The Search Committee will begin to review applications on October 15, 1992, although the search will continue until the position is filled. Applicants are encouraged to submit their letters of application by that date.

Please send all applications and nominations to: Professor Linda A. Ma-lone, Chair, Dean Search Committee, Marshall-Wythe School of Law, Col-lege of William and Mary, P. O. Box 8795, Williamsburg, VA 23187-8795.

Committee of the Committee of the

Recreation, Assistant Facility Manager. Reponsible for directing the urganization and operation of all aspects of a comprehensive and competitive intransimal Sports Frogram including personal involvement in measurement the informal recreational programs in the new teaching symmasium, assiste the informal recreational programs in the new teaching symmasium, assiste the precior of Recreation with the scheduling and overall management of the teaching symmasium, and work with other programsium, and work with the programsium and work with the programsium and work with the programs in continuity demonstrated apperture and sup

#### **DEAN AND DIRECTOR**

THE OHIO STATE UNIVERSITY AT MARION

The Ohio State University invites nominations and applications for the position of Dean and Director of the Marion Campus. As one of four regional campuses of The Ohio State University, Marion offers the first one to two years of instruction for most majors, a two-year Associate of Arts degree, some upper division courses, a baccalaureate degree in Elementary Education, and graduate courses in Education. It currently serves 1,000 commuter students with 30 full-time and 45 part-time faculty.

The Dean and Director is the academic leader and administrative head of the campus, has administrative responsibility for its personnel, program, facilities, and operating budgets, and reports to the Santor Vice President for Academic Alfairs and Provost of The Ohio State University. The Dean and Director manages an annual operating budget of approximately five million dollars.

Candidates for this position should have:

an earned doctorate;
 a demonstrated record of teaching and scholarabic;

excellent communication and interpersonal skills;
 demonstrated leadership, organizational and managerial skills, and a commitment to participatory governance;
 experience in developing and managing an institutional budget;
 experience in identifying and developing institutional priorities and strate-

gic plans;
• a commitment to affirmative action for faculty, staff, and students.

Experience in student recruitment and fund raising is desirable. The application should include a letter expressing interest and describing qualifications, a curriculum vitae, and the names, addresses, and telephone numbers of five referees. It should be sent to:

Dr. Brian W. McEnnis, Chair Marlon Campus Dean and Director Search Committee The Ohlo State University 1465 Mt. Vermon Avenue, Marton, Ohlo 43302-5695 Phone 614-389-6786, ext. 6271

The Search Committee will begin screening dossiers after September 15, 1992, but will continue to receive nominations and applications until the Dean and Director is selected.

The Ohlo State University is an Equal Opportunity, Affirmative Action Employer. Qualified woman, minorities, Vietnam-era veterans, disabled veterans and the disabled are encouraged to apply.

### DEAN

#### SCHOOL OF ARCHITECTURE

(Search Extended)

The University of Detroit Mercy, which consolidates the traditions of the Jesuits and the Religious Sisters of Mercy, enrolis 7,500 full-time and part-time students. In addition to its McNichols and Outer Drive campuses, UDM has dental and law school campuses.

The School of Architecture is defined by its strong design orientation, extensive liberal arts sequence, integration of cooperative education, foreign study programs, and the ideological diversity of its faculty. The School's restricted enrollment is currently 215 in a five-year, NAAB-acception of the programs of the program of the programs of the program of the program

The size and philosophy of the program call for a teaching dean who engages the spirit of the School. Candidates should be able to demonstrate a commitment to excellence in architecture and architectural education based in humane values. The dean reports to the Vice President of Academic Affairs and is a member of the University's Academic Leadership

The position is available as soon as a candidate is selected. Applications and nominations will be accepted until the position is filled. Screening of applications begins on September 30, 1992.

Each application must include a letter that summarizes relevant profossional experiences, a curriculum vitae and the names of at least four persons who are intimately familiar with the qualifications, experience and philosophy of the individual applicant.

Please send applications and nominations to University of Detroit Mercy: William J. Lowe; Chair, Dean of Architecture Search Committee; c/o Associate Provost's Office; Briggs, 127; 4001 W. McNichols Rd.; P.O. Box 19900; Detroit, Mi 48219-0900. The University of Detroit Mercy particularly encourages applications from women & members of minority communities.

Religion: Assistant Professor or hisher. Full-time, continuing beginning July 1, 1993. Teach courses in seneral area of Modern Religious Through (Entightenment to the present). Additional sub-fields might include liberation theology, women and religion, psychology and religion, hermaneu-

tical theory, or modern Catholic thought. A teaching load of five courses per year might typically include (1) a two-sensator se-quence in Modern Religious Thought; (2) another course exploring philosophical theological themse or trends in MRT; (3) an Introduction to Ratigion course; and (4) a



Coverage of breaking news that affects higher education - from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

#### **DEAN OF THE COLLEGE OF LETTERS AND SCIENCE University of Wisconsin-Madison**

The University of Wisconsin-Madison, one of the most distinguished educational and research institutions in the nation, invites applications and nominations for the position of Dean of the College of Letters and Science. The College of Letters and Science is the largest academic unit within the University. The College consists of 45 academic and professional departments, a wide array of academic programs abroad, and interdisciplinary instructional and research centers. The College has approximately 900 faculty, 700 academic staff, 4,700 graduate students, and 17,400 undergreduate students. The total budget is \$150 million, of which \$117 million is for instruction and research. In 1991, the College received 464 federal awards totaling nearly \$48 million. The College has a long-standing commitment to excellence. Thirty-one departments and programs within the College of Letters and Science are ranked in the top ten nationally, and five departments and programs are ranked in the top ten nationally, and five departments and programs are ranked in the top ten nationally, and five departments and programs are ranked alternal, and 14 current faculty are members of the National Academy of Sciences.

The Dean of the College of Letters and Science serves as the chief aca-

are members of the National Academy of Sciences.

The Dean of the College of Letters and Science serves as the chief academic and executive officer of the College with responsibility for staffing, budget, curriculum, student academic affairs, and space management. Primary qualifications for the position include a successful record of administrative management and leadership in higher education, academic accomplishments as a scholar and teacher that meet the standards for a tenured appointment at the rank of full professor in the University of Wisconsin-Madison faculty; a commitment to the diverse mission of a major public university, including undergraduate and graduate instruction, research, public service, and outreach; and the ability to relate to external constituencies.

The position is available january 1, 1993. Applications and nominations should be received by September 30, 1992, to ensure consideration. Submit applications and nominations to:

Professor Peter D. Spear, Chair Search and Screen Committee Dean of the College of Letters and Science University of Wisconsin-Madison 134 Bascom Hall, 500 Uncoin Drive Madison, WI 53706 Telephone: (608) 262-9337

The University of Wisconsin-System is an Equal Opportunity, Affirmative Action Employer.

#### DEAN OF **VOCATIONAL/TECHNICAL EDUCATION**

Spokane Community College is recruiting for a Dean of Vocational/Technical Education who will be responsible for all vocational/technical programs; directly supervise some specific programs; supervise Carl Perkins activities, vocational faculty certification/recertification, program review/evaluation, and flaison with district, state, and national agencies. Must have a Master's degree in vocational area and/or education; must meet state certification requirements. Salary: \$60.425 annualized. Anticipated date of employment January 4, 1993. To apply, obtain Community Colleges of Spokane Application from Human Resources. Office, 2000 N. Greene Street, Spokane, WA 99207; phone 509/533-7429. Application Deadline; October 1, 1992.



#### DEAN Franklin College of Arts and Sciences University of Georgia

Nominations and applications are sought for the position of Dean, Franklin College of Arts and Sciences, University of Georgia, Athens, Georgia. The position will be available july 1, 1993.

position will be available july 1, 1993.

The University has approximately 2,000 faculty and 28,500 graduate and undergraduate students of whom about 13,500 (including 1,800 graduate students) pursue degrees in the Franklin College of Arts and Sciences. With approximately 700 fail-time faculty and a budget in excess of \$50,000,000, the College has 30 departments and offers an extensive array of degrees at the baccalaureate, master's and doctoral levels. array of degrees at the baccademic qualifications for appointment to the rank of Professor in one of the College's departments. The person selected should be able to stimulate a collegial, intellectual environment; work well with faculty, staff, and students; possess demonstrated leadership and administrative skills; and promote the interests of the College with its internal, alumni, and external constituencies.

All nominations and applications received by November 1 are assured of full consideration. Nominations and applications should be sent to Dean Ronald Ellington, School of Law, University of Georgia, Athens, CA 30602. rsity of Georgia is an Equal Opportunity, Affirmative Action Employer and encourages applications from women and minorities.

seminar. Require Ph.D. in hand or expected by July, 1934. Send letter of application, curriculum vitae. transcripts, and at least three letters of reference to dilbert Mellander. Chair, Department of Religion, Obertin College, Obertin, Ohe 4074 by November 15, 1992. Late applications may be considered until the position is filled. Salary componentarie with qualifications and experience. AA/EOE.

Research Administration: The University of Termessee invites applications for the position of Director of Research Advancement The Director of Research Advancement provides major support to the Office of Research Administration by providing leadership in the areas of proposal development, preparation of research reports and publicity from, collection of data from faculty.

and in government relations. A master's degree in technical writing or a related field is required. Experience in technical writing and editing in a university and/or a reserch environment in highly preferred. Abdity to work closely and communicate effectively with faculty and administrators in required. Demonstrated accomplishments in newsletter writing and production are mandatory. Advanced knowledge, it, word processing, desktop publishing, coismenter spreadtheats and databases, and local area networks is needed. The salary will be commensurate with experience. Send letter of application, vita, transcripts, and the names, addressar, and phone numbers of three references by Soptember 9; 1992. Applications should be sent to Chair, Search Committee, Office of Reyearch Administration, The University of Tennessee, 1404 Andy Holt Tower, Knowlie, Tennessee is an Equal Employmen Opportunity. Affirmative Action, Title IX, Section 1994, American Disabilities Act Employer.

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QUINNIPIAC (COLLEGE

Assistant/Associate

**Provost** 

#### DEAN FOR ENROLLMENT DEVELOPMENT

Loyola University Chicago invites applications and nominations for the position of Dean for Enroll-

Loyola University Chicago is an independent, private, multicultural Jesuit Catholic institution of higher education and health care. Loyola's 10 schools and colleges, institutes, 75 academic departments and medical center provide the best n quality higher education and health care to students and patients regionally and nationally. From its founding in 1870, the institution has grown to become one of the country's largest Catholic universities enrolling approximately 15,800 students on its five campuses.

The Dean for Enrollment Development reports directly to the Vice President for Student Affairs and serves as a member of the senior management team within the Division of Student Affairs. The primary responsibility of the Dean is to provide the leadership, administration and direction for annulment management event electrons the for enrollment management strategies at the University. Two department heads, the Director of Admissions Counseling and the Director of Financial Aid, report directly to this position.

There are 50 full-time professional and support staff in these departments. The Admissions Counseling Office recruits and enrolls nearly 1,900 new students to Loyola's full-time undergraduate colleges each year. The Financial Aid Office processes approximately \$60 million in student aid from all sources. The Dean has broad-based responsibility for retention and recruitment. responsibility for retention and recruitment, policy development, strategic planning and research as they relate to the undergraduate student popula-

Applicants for this position will have demonstrated success in marketing and recruitment strategies, student retention and research, and a working knowledge of financial aid policies, procedures and systems. The successful candidate will be able to work as a member of a team and have excellent organizational, communication and inter-personal skills. The applicant will also have a respect and sensitivity for the values and tradi-tion inherent in Jesuit education.

Interested candidates should send a letter of application and professional vita by September 9, 1992 to: Daniel F. Barnes, Ph.D., Dean, Counseling and Developmental Services, LOYOLA UNIVERSITY CHICAGO, 6525 N. Sheridan Rd., Chicago, IL 60626. Loyola University Chicago is an equal opportunity employer and educator.

LOYOLA UNIVERSITY



#### ASSISTANT DEAN OF STUDENTS

Dartmouth College invites applications for an Assistant Dean of Students position. Reports to the Dean of Upperclass Students and serves as a dean for one of the undergraduate classes, providing academic counseling and personal advising, working with student organizations, and serving on various faculty, administrative, and student committees. Master's degree with 4-5 years experience in a College setting; or equivalent.

Materials will be reviewed beginning September 14. Send letters of application, resume, and names and addresses of three references to: Dean of Upperclass Students, 6003 Parkhurst Hall, Room 111, Hanover, NH 03755-3529.

Duttmooili College is an Equal Opportunity/Affirmative Action Employee and encourages the sublications of woman and minori





approximately \$30,000 to \$32,000 depending on quelifications and experience. Applicants must have: A baccalourents degree with professional experience in managing competitive arouts programs, before depeation administration analog educational research and evaluation; Professional experience in public relations, events coordination, and/or government relations; Strong organizational and communication skills: Professory in word reocastion, and/or government legislates; Strong organizational and communication skills: Professory in word reocastic, presedables, and simple databases; Ability to work effectively with faculty, officials at Posteral agencies, and university administrates; and a temporathed ability to independently manage multifule projects. Applications will be accepted until 4:00 p.m. September 14, 1992. Sund these copies of a resumé, a cover letter sigling your interest in the positions and the manages and telephone murphers of three professional references to: Director of Federal Programs, Board of



#### **DEAN OF THE COLLEGE OF** LIBERAL ARTS & SCIENCES

**Iowa State University** 

lowa State University invites nominations and applications for the position of Dean of the College of Liberal Aris and Sciences. The College is the largest of lowa State's colleges, comprising 21 academic departments, of which 17 ofter graduate degrees—14 at the doctoral level. The College, with a total budget of over \$46 million, includes over 600 faculty. Departments in the College encompass the natural and mathematical sciences, the humanities, and the performing arts. The College also has a number of strong interdisciolinary programs. plinary programs.

plinary programs.

One of 27 public AAU universities, lowa State is a land-grant university with a total student population of more than 25,000 including 4,400 graduate students, and a faculty of more than 1,800. Its eight undergraduate and professional colleges include 52 departments that offer graduate programs, 44 at the doctoral level, as well as 14 interdisciplinary graduate programs, majors administered through the Graduate College. It also operates the Ames Laboratory, under contract with the U.S. Department of Energy, as well as a number of research centers in emerging technology areas such as new industrial materials, non-destructive evaluation, biotechnology, advanced agricultural products, and microelectronics. Situated on a beautiful campus, the University is located in a thriving community which offers excellent schools, reasonable housing costs, and a lively and varied cultural life.

Candidates for the position must be qualified to hold a tenured full professor.

Candidates for the position must be qualified to hold a tenured full professor-ship in one of the College's disciplines; must have an understanding of a broad spectrum of academic research and a distinguished record of scholarly activity; must have a strong commitment to the liberal arts and professional education; must have a demonstrated commitment to the principles of af-lirmative action; must have experience in administering or dealing with complex academic organizations, with some experience in program devel-opment/fund raising preferred.

Persons interesteri in the position should submit a letter of applications, a curriculum vitae, and the names of five references. Review of applications will begin on November 1, 1992 and the position will be available as early as January 1, 1993. Women and minorities are especially encouraged to apply. mations and applications should be submitted to:

Chair, Liberal Arts & Sciences Dean Search Committee Provost Office lowa State University 107 Beardshear Hall Arnes, Iowa 50011 515/294-5882

lowa State University is an equal opportunity, allimative action employer.



#### **DEAN OF VETERINARY MEDICINE Iowa State University**

lowa State University of Science and Technology is seeking candidates to fill the position of Dean of the College of Veterinary Medicine. One of 27 public AAU universities, lowa State has a long-standing reputation for high-quality instruction and service and a recently strengthened commitment to the enhancement of its research efforts. The Dean of Veterinary Medicine is not only the chief academic officer of a college presently comprising 100 tenure-track faculty members in five academic departments, but is also responsible for the college's extension and service activities, the Veterinary Medical Research Institute, the Veterinary Diagnostic Laboratory, and the Veterinary Teaching Hospital. The College currently enrolls 337 professional students. The successful candidate must powers the degree of Deach Albertandia.

and 140 graduate students.

The successful candidate must possess the degree of Doctor of Veterinary Medicine or its equivalent and, preferably, a graduate degree or specialty board certification in Veterinary Medicine. Candidates should have administrative experience and have demonstrated a strong commitment to excellence in instruction, research, and the service functions of the profession. Candidates who have demonstrated creativity and innovative leadership and who have a vision of the future of the profession are particularly sought. interested candidates and individuals wishing to suggest nominations should

Chair, Dean of Veterinary Medicine Search Committee Office of the Provost Iowa State University 107 Beardshear Hall - Ames, Iowa 50011

Applications should include a letter, a curriculum vitae, and the names of five references. Review of applications will begin on November 1, 1992, and the position will be available as early January 1, 1993. Women and minorities are especially encouraged to to apply.

iowa State University of Science and Technology is an equal opportunity, affirmative action employer.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

### Saint Mary's College NOTRE DAME · INDIANA

St. Mary's College of Maryland invites nonunations and applications for two positions in the Division of Student Affairs: Associate Dean of Students/Director of Counseling and Nurse Practitioner/Clinical. Founded in 1840, St. Mary's is a selective, public, residential, co-educational liberal arts college, enrolling 1500 students. It is located on the beautiful and historic St. Mary's River, 18 miles southeast of Washington, D.C.

Associate Dean of Students/Director of Counseling: The College seeks a dynamic, creative, and talented educator to provide leadership for a thriving Student Affairs Division. This person will work with the Student Affairs staff to foster a sense of community within the institution and integrate academic and entelling life.

on loster 3 sense of continuously within the institution and integrate academic and student life.

The Associate Dean will plan, organize, and implement a comprehensive counseling and consultation program and provide psychotherapeutic clinical counseling services for students with the assistance of a licensed full-time Assistant Director of Comuseling. The Associate Dean will also supervise the staffs of the Career Center, Student Health Services, Multi-cultural Affairs and Learning Skills Programs. The Associate Dean will also provide psychological services, and cooperates in the design and implementation of strategies and programs to retain at-risk students. The Associate Dean is also responsible for creating a response mechanism for psychological crasis intervention on campus Qualified candidates will possess an earned doctorate and substantial post degree professional leadership experience in Highter Education. In addition, the qualified candidate must be licensed or eligible for licensure in the State of Maryland to provide psychotherapeutic clinical counseling. Experience in supervision of professional staff, programming, and teaching undergraduates is highly valued. Additional desired qualifications include excellent interpersonal skills, strong administrative competencies, and a commitment to diversity.

Nurse Practitioner/Clinical: The College seeks a dynamic, creative, and talented Nurse Practitioner to provide clinical and supportive administrative services. Duties include primary health care, educational support, assistance with student groups and health care administration. This position reports to the Director of Student Health Services.

Qualified candidates will have graduated from an accredited nurse practitioner

Qualified candidates will have graduated from an accredited nurse practitioner program and be licensed or eligible for heensure in the State of Maryland. Candidates should have current certification or be eligible for certification as a Nurse Practitioner in the State of Maryland. Previous experience with a college

The positions are available immediately. Review of applications will begin immediately and continue until the positions are filled. Salary is competitive, based on experience and qualifications, and includes the State of Maryland's excellent benefit package. Applicants should send a letter of application, resume, and a list of at least three references to:

Sharon Murray, Administrative Assistant and Assistant to the Search Committee Office of the Dean of Students St. Mary's College of Maryland St. Mary's City, Maryland 20086

St. Mary's College is an equal opportunity, affirmative action employer. In support of the College's commitment to diversity, women and minorities are encouraged to apply and identify themselves as such.

#### **DEAN OF LIBRARIES** University of Mississippi

The University of Mississippi invites applications and nominations for the position of Dean of Libraries for the John Davis Williams Library and three branch libraries. Founded in 1848, the University is located in Oxford, a city of 10,000. The University has a faculty of more than 500 and a student applicant of 11.000.

enrollment of 11,000.

The Dean of Libraries reports to the Vice Chancellor for Academic Affairs and is a voring member of the University Academic Council. The dean will be responsible for administering and planning of the library budget, services, and facilities; supervising faculty and staff and coordinating development programs; maintaining and developing library collections; representing the library at the state, regional, and national levels; and ensuring that the library is at the forefront of emerging information technologies. The John Davis Williams Library collections include over 700,000 volumes and 7,000 periodical subscriptious. The Library is a regional depository for United States Government publications and also houses major special collections on the American South. The Library, a member of SOLINET, has 54 library faculty and staff members and a total budget of over \$3,000,000. The Library is currently undergoing a \$15,000,000 building expansion/renovation project.

ject.

Candidates must have an ALA-accredited MLS. A Ph.D. in library science or other discipline is desirable. Candidates should have a minimum of five years of administrative experience in an academic or research library, scholarly achievement evidenced through publications, and a record of active participation in professional associations. Candidates should have demonstrated competence in leadership and supervisory skills in increasingly responsible positions in library administration, including budgetary responsibility. Knowledge of collection development, special collections, technical and public services, bibliographic instruction, personnel management, and library automation is essential. Experience in library endowment and development activities is desirable.

Applications should include a letter of interest a resumé, and names of three

Applications should include a letter of interest, a resume, and names of three reterences. A review of applications will begin on November 16, 1992, and will continue until the position is filled. Nominations and applications should be sent to Gerald W. Walton, Academic Affairs, University of Mississippi, University, MS 38677. The University of Mississippi is an Affirmative Action, Equal Opportunity Employer.

Research/Agronomy: Research Associate— New Crops: Herbs, Spices, and Medicinal Plants. A large Midwestern university seeks to employ a Research Associate in the area of new corps with focus on brood-ing and improvement of herbs, spices, and modicinal plants. Will manage a herb, spice, and medicinal plant breeding pro-gram to develop sew cultivars. Will con-duct research in the physiology, culture and management of vegetables and new crops, with particular focus on natural sy-tractable plant chemicals, throughout the State. Will develop new systems for in vitro production of plants and their products. Will write scientific papers and reports, and knowledge of distillation methods, chroma-lography analysis and tissue culture tech-niques. It will also require the sur-revision of held and laboratory personnel. Ph.D. in Agronomy with a major in plant breeding

#### MOTLOW STATE COMMUNITY COLLEGE Is accepting applications for the position of **ASSOCIATE DEAN OF LIBERAL ARTS**

Minimum Qualifications: Earned doctorate from an accredited institution and have five years' successful administrative and/or teaching experience. To ensure full consideration, applicants must submit a Motlow application, résumé, and official transcriptish

> Human Resources Offico Motlow State Community College P. O. Box 88100 Tuliahoma, Tennessee 37388-8100 (615) 455-8511, oxt. 332

Review of applications will begin on September 8, 1992, and continue until a qualified applicant is employed. Motiow State Community College is an Equal Opportunity institution and welcomes applications for employed. ment or admission regardless of age, disability, national origin, religion, sex or veteran status and is committed to education of a non-racially identifiable student body. Women and minorities are encouraged to apply. Nominations of persons to be considered as candidates for the position are invited.

#### **DEAN COLLEGE OF EDUCATION** Michigan State University

**BULLETIN BOARD: Positions available** 

Michigan State University invites applications and nominations for the posi-tion of Dean, College of Education. A distinguished candidate is sought who

- · advance the field of education in state, national, and internation-
- advance the incut of exact and the state of the state of
- to equal employment opportunity, attermative action, and diversity and plurality among students, faculty, administration, and
- advance understanding of the mission, programs, and accomplishments of the College by communicating with University administrators, faculty, staff, students, and alumnifae; and
   maintain relationships with federal, state, and local governments, clientele groups, and the general public.

The Dean is the chief executive officer of the College and responsible to the Provost for general administration of the College.

Michigan State University, founded in 1855, is the pioneer land-grant institubion in the United States and is a member of the Association of American
Universities. The College of Education, one of the University's fourteen
colleges, is organized into four departments: Educational Administration;
Counseling, Educational Psychology and Special Education; Physical Education and Exercise Science; and Teacher Education. Nine research, service,
and policy institutes and centers extend the college's national and international reputation. The College has 150 full-time faculty and 1,100 graduate
and 1,400 undergraduate students.

The successful carefulate must resource personal and productional qualities of

The successful candidate must possess personal and professional qualities of leadership and vision; be an effective manager; have a proven record of success in responsible leadership positions in education; and demonstrate evidence of significant scholarship in research, teaching, and service commensurate with an appointment as a full professor.

Review of applicants will continue until the position is filled. The appointment may begin as early as farmary 1993. Letters of application, including resume and references, should be sent to:

Dr. Philip Custek
Chair, Search and Rating Committee
for the Owan of the Cultege of Education
cro Office of the Provost
434 Administration Building Michigan State University East Lunsing, MI 48824

MSU is an Affirmative Action, Equal Opportunity Institution

#### Dean, School of Law

Nominations and applications are sought for the position of Dean, School of Law, University of Georgia, Athens, Georgia.

The School of Law conducts a full-time program of legal education leading to the J.D. and LLM. degrees. It has a full-time faculty of 34 and a student body of approximately 680.

Candidates must meet the qualifications for appointment to the rank of Professor of Law. The person selected should be able to stimulate a collegial, intellectual environment; work well with faculty, staff, and students; possess managerial and administrative skills; promote the laterate of the School with the constituencies; and be promote the interests of the School with its constituencies; and be ייי זערום-raising for the School.

All nominations and applications received by November 1, 1992, lie assured of full consideration. Nominations and applications should be sent to Dean Arnett Mace, Warnell School of Forest Resources, University of Georgia, 229 Forest Resources Building, Athens, Georgia 30602; Telephone: 706-542-4744.

The University of Georgia is an equal opportunity, affirmative action employer.

omentar systems to analyze multiple data base. Knowledge of computer networks featrable. Supervisory and/or teaching excluding vitae and references to: Prancis R. Knowledge of the curric strategy of the system of

### FOR HUMANITIES

desired. 5 years' teaching experience in appropriate subject area at post-secondary level and demonstrated leadership in educational administration, preferably at the department level, required. Starting date ASAP, but not later than January 1993. Send résumé, transcripts, and 3 professional letters of reference to OCEAN COUNTY COLLEGI, Personnel Dept., P. O. Bux 2001, Toms River, NJ 08754 by 8/31/92. AA/EOE.

### ASSISTANT DEAN

Extended search. 12-month posi-tion. Chief administrator of the Humanities Dept. (English, for-eign language, philosophy, jour-nalism, ESI, speech, theater, art, music). Provide educational lead-ership to 40 fit and 60 pt faculty. Report to Dean of Instruction and make recommendations regard-ing curricula, programs, policies, budget, and faculty, Master's de-gree required, earned Doctorate desired. 5 years' teaching experi-ence in appropriate subject area

### convenient to Hartford, New York City and

Boston. The College mission is to provide excellent education in an environment emphasizing sensitivity to students and a strong spirit of community. Current enrollment is comprised of 2,500 full-time undergraduates in the Schools of Allied Health and Natural Sciences, Business and Liberal Arts; and 1,000 students in our continuing education and graduate programs. Additionally, the Bridgeport School of Law at Quinnipiac enrolls approximately 650 students.

uinnipiec College is located on

nnectiout, a suburb of New Haven and

an idyllic 170-acre campus in Hamden.

Responsibilities: Administerine college-wide undergraduate curriculum; facilitating academic program planning and development of assessment measures; Implementing instructional development initiatives; teaching one course per semester; and other duties as assigned.

**Oualifications:** Earned doctorate; significant academic experience (including teaching, scholarly activity and academic leadership) with a credible record of accomplishments; commitment to promoting diversity; and an interest in grant-writing.

Applications should include a curriculum vitae, letter of interest, and names and phone numbers of several references. The College hopes to fill this position by January, 1993. Nominations and applications should be sent to: Office of the Provost, Quinnipiae College, Mt. Carmel Avenue. Hamden, CT 06518.

Ouinnipiac College is an Equal Opportunity/Affirmative Action Employer.

#### DEAN

#### **Gulf Coast Campuses** The University of Southern Mississippi

The University of Southern Mississippi (USM) invites applications and numinations for the position of Dean of the Gulf Coast Campuses of The University of Southern Mississippi with a starting date as early as January 1, 1993.

The University: USM-Gulf Coast is a branch of The University of Southern MississIppi whose main campus is located seventy miles inland in Hartichurg, MississIppi. USM is a comprehensive university with an enrollment of approximately 14,000 atteins and annual revenues in excess of \$100 milhon. The coastal campuses include Gulf Park, located in Long Beach on thurty-seven acres fronting the Gulf of Mexico, the Jackson County Center, located to the east on Highway 90 in Gautler, and facilities at Keesler Air Force Base in Biloxi. Academic offerings on the coast include a subset of the upper-division/graduate courses and programs available on the main campus.

main campits.

Duties and responsibilities: The Dean reports to the Vice President for Academic Affairs on the main campus. Responsibilities include budgetary and administrative authority for the Gulf Coast campuses, as well as input on academic offerings, which are administered through the respective academic units on the main campus. The Dean is the University's printary spokesperson on the Gulf Coast and should be involved with a variety of external constituencies.

Qualifications: Candidates must have an earned doctorate, demons leadership and interpersonal skills, and a successful academic record. Salary: Salary is competitive and is commensurate with experience and

Application procedures: Apply no later than September 30, 1992, by sending a letter of interest, résumé, and a list of three professional references with telephone numbers to: Dr. Ty Black, Search Committee Chair; Southern Station, Box 5002; The University of Southern Mississippi, Hattiesburg, MS 39406. Noninations are also welcome. The University of Southern Ministippi is an AA/EO employer.

Research / Biology: Research Biologist.
Bronz: Design, development and implementation of scientific research and implementation of scientific research and inhoratory attudies for transpenic unimal research including DNA clouding, cell culture, microinjections, histological word with amail and considerable agent and considerable and considerable agent a

S776C. No calls. An employer paid ad. Two cupies of the résumé must be sent.

Research / Biology: Research Biologist.
Brona: Design, development and implementation of scientific research and laboramory attodies for irranspeale; mujural research including DNA cloning, cell culture, micro-inections, histologiest work with small ani-



A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars ---

every week in The Chronicle.

#### University of Wisconsin-Parkside DEAN SCHOOL OF BUSINESS

The University of Wisconsin-Parkaide, a member of the distinguished University of Wisconsin System, seeks nominations and applications for Dean of the School of Business. This modern and streative campus is foosled on 600 spores of woodland and praints in the heart of the Milwaukoe/Chicago corridor of southness Wisconsin, between Racine and Kanceha, near Lake Michigen. The University smolls 5,300 students and grants bachalor's and selected master's degrees including the MBA. He fundamental commitment is to the region it server; and it seeks to implement that commitment through programs and faculty of regional and national reputation. In addition to the School of Business, the University includes the Schools of Liberal Arts, Education, and Science and Technology. The School of Business has 22 full-time faculty and academic staff serving about 750 undergraduate and 150 graduate sludents. Undergraduate business management concentrations are offered in accounting, firence, information systems, marketing, and industrial relations. The MBA is an evening program for working professionals. The School is committed to seeking AACSB accreditation and the Dean well be expacted to provide leadership in this effort. Substantial progress has already been made toward this goet.

The Dean is the academic leader and chief administrator for the School, reporting directly to the Provoctivice Chancellor. The Dean is expected to provide leadership for the School sunctions, including curriculum development, program review and accreditation, isculty and staff development, instructional innovation, research support, and outrason sostivities. Leadership across the University is also an expectation for the position infraulty and control to the provide independence of the provide independence of the provide independence of the position in the Dean's Cabinet. Criteria for the position leviludes:

- Administrative and leedership abilities demonstrated through service as a dean, the chair of an academic department, or a comparable administrative position.
   Experience with the AACSB accreditation process;
   Commitment to support of outlural diversity and equal opportunity.
   Commitment to effective decision making within the context of shared government.
- ance.

  Distinguished record of teaching and scholarly schlavement that would merit appointment with tenure, preferably at the full professor level.

  Ability to generate support from business and community leaders.

  An earned doctorate or appropriate terminal degree in a business or related discipline.

The asiary is competitive and commensurate with qualifications and experience. The appointment will begin any time between January 1993 and mid-aummer 1993. Send letter of application, curriculum vitae, and names, addresses and telephone numbers of at least three references to be raceived by October 12, 1990 to the following address. Nominations are step welcome.

An Equal Coportunity, Affirmative Action Employer.

Research/Cardiology: Research Assistant.
University of Virginia/Department of Medkine/Division of Cardiologyin collaboration with the BMIS program. M.S. or equivelent, Measurement of left ventricular pressure-volume relationships, tamber compliance, and strerial compliance are being
performed in patients in the cardiac catherizsiton laboratory to answer questions
about human cardiovascular disease. Tech-

nologies used include the conductance catheter, intravascular ultrasound and manometry, and left ventriculography. Experience in image reocessing and data acquisitions, biomedical image and signal processing, Johnnechanics, and programming in PORTRANIC is required. Curriculture vitar to Mare D. Feldman, M.D., Box 158, Division of Cardiology, University of Virginia, Charlotteaville, Virginia 22305; (804) 4071.
2463. The University of Virginia is an equality operation of cardiology.

#### VICE PRESIDENT **AND PROVOST**

#### **Arizona State University West**

Arizona State University invites nominations and applications for the position of Vice President and Provest for Arizona State University West. The Vice President and Provest is the chief operating officer of Arizona State University West and reports to the President of Arizona State University. This officer proto the President of Arizona state University. This officer provides leadership for planning, coordinating, and implementing the development of ASU West, an institution providing degree programs at the upper-division and master's levels; assumes administrative responsibility as delegated by the President; and plays a major role in University strategic planning and policy development.

policy development.

The Vice President and Provost must be a leader, scholar and teacher of acknowledged achievement and must be qualified for tenure and appointment as a full professor in one of the academic units at ASU West. The Vice President and Provost must have an earned doctorate or equivalent terminal degree; broad experience and accomplishment in teaching in higher education; an established record with a minimum of three years of university-level, full-time administrative line experience; experience in curriculum and program development and implementation; experience in securing, managing and allicating financial resources; excettent written and interpersonal communication skills; and a demonstrated commitment to affirmative action. Experience preferred includes establishing and maintaining successful partnerships with community cofleges; service in a multi-campus setting; enrollment management experience; and familiarity with accreditation processes.

Arizona Stete University is located in Tempe, Arizona, part of reges; service in a multi-campus setting, enrotiment management experience; and termiliarity with accreditation processes. Arizona State University is located in Temps, Arizona, part of the Phoenix metropolitan area and serves students on two campuses. Arizona State University West, the newer campus, is on the west side of Phoenix, approximately 25 miles from ASU main. ASU West is developing a broad-based flexible program to serve a diverse and non-residential student population drawn from the metropolitan Phoenix area. Its academic programs, including research, have an interdisciplinary focus with a strong liberal arts foundation. Special emphasis is also placed on professional disciplines related to the urban component of the ASU West mission. Recently accredited by the North Central Asocciation, ABU West seeks additional accreditation for its professional programs.

The position is available January 1, 1993. The Search committee will begin reviewing applications on October 15, 1992 or the 15th of each month thereafter until the position is filled. Send letters of application, including curriculum vitae and the names and addresses of five references, to Professor Alan A. Matheson, Chair, Search Committee, Arizona State University West, 4701 West Thunderbird Road, P. O. Box 37100, Phoenix, Arizona 85069-7100. The Search committee wetcomes nominations of all qualified candidates.

An Equal Opportunity / Affirmative Action Employer

An Equal Opportunity / Affirmative Action Employer

#### ARIZONA STATE UNIVERSITY



#### ASSOCIATE DEAN OF MEDICINE (CLINICAL AFFAIRS) **Brown University School of Medicine**

Brown University is seeking an Associate Dean of Medicine Brown University is seaking an Associate Dean of Medicine (Clinical Affairs) to assume responsibility for all matters that retate to the clinical department chairs and faculty. In addition to campus-based teaching activities, medical education at Brown encompasses eight affiliated hospitals that account for more than fifty percent of the impatient beds in the State of Rhode Island. The medical education program also has relationships with more than twenty-five additional associated facilities which extend beyond State boundaries and are International in scope.

Candidates must have an MD degree and be qualified for a senior faculty appointment in a clinical department. The ideal candidate will have clinical experience in a teaching setting and a working knowledge of faculty practice plans. Experience as a chief or associate chief of staff, or as chief of a major service that the helpful as would appare would be helpful, as would experience with a multidisciplina group practice or a managed care environment such as an HMO or an IPA.

Piease forward curriculum vita by September 4, 1892 to: Martin Keller, M.D., Brown University, Chairperson, Search Committee for the Associate Dean of Medicine (Clinical Alfairs), a/o Marte Solitro-Pelletier, Box G-A310, Providence, Rhode Island 82912. Brown University is an



tetearch/Chemistry: Research Associate
Il to conduct research in solid-matrix isinescence apecing-cony at low temperaure (down to 4.2 K) including the design
WYO485685. EORAA Engroyer. researcy/Chemistry Research Associate III do conduct reastach in solid-matrix laminescence apectroscony at low temperature (down to 4.2 K) including the design and coprinaction of a lasor-based apectroscopic system for luminescence measurements of membroits solids and development of a theoretical interaction model of implicate with solid-matrices. Minimum qualifications: M.S. In physical or analytical chemistry plus there were in previous or analytical chemistry plus three years in previous or in the second in the second strength of the second in the second with N<sub>2</sub> and dyn laser systems, cotics, botter interaction; expension, and FORTRAN. The ordical batching for the second in manuphous solid matrices is nearly and in manuphous solid matrices is nearly the employment or as part of a post-matrix. All required experience, experience, shallow the employment or as part of a post-matrix. All required captures in the second in the program is not all the second in the program is not all the second in the program is not as past of a post-matrix. In the program is not all the post-matrix in or or qualifications. Application materials must be postmarked by Second 1.5.

Research/Chemistry: Research Associate—
Surface Spectroelectrochemistry: A large
Midwestern University seeks to employ a
research associate to carry our research
with minimal supervision in surface spectroelectrochemistry. The research program
will include spectroscopic studies of adsorptics and reaction of small molecules os
nonocrystallise metals and model bimetalils catalyst surfaces. There will be extensive use of vibrational spectroscopies incheding infrared reflection-electron, surtace luser Raman, and high repulsion electron energy loss spectroscopies. Research
who restures the utilization of ultrahlah
vacuum bechnology and surface analysis
techniques such as AES, LEEF, TPD, and
work function measurements. The position
involves the training and supervision of co-

#### **PROVOST**

THE NEW COLLEGE OF GLOBAL STUDIES

#### RADFORD UNIVERSITY

Radiord University is seeking a Provost to lead the planning and implementation of the New Coilege of Global Studies. The New Coilege will meet the increasing demand for a globally-oriented university education. The New Coilege will be substantially autonomous, but affiliated and interfaced with Radiord University. The Provost will report directly to the President.

General planning for the New College began three years ago and has resulted in substantial commitments on the part of the state. These include (1) an operating budget of a half million dollars for fiscal 92-93 which provides funds for the Provost and two support positions; (2) \$50,000 to begin planning for construction; and (3) \$5 million in a proposed capital outlay general obligation bond to begin first phase construction on newly acquired land adjacent to the main campus.

Detailed planning of the program and physical facilities will begin with the appointment of the Provost and will involve two already established advisory groups: The Internal Planning Panel composed of key faculty, staff, and stu-dents at Radford University; and the National Advisory Committee composed of national and International leaders in the public and private sectors.

of national and international leaders in the public and private sectors.

The position of Provost affords unusual potential and exciting opportunity for a person with a global perspective and the creativity to respond to changing needs in higher education with non-traditional approaches. The Provost must possess a strong record of academic achievement together with a demonstrated interest in global education. The successful candidate must give evidence of the ability to develop, lead, and administer a program of the highest quality. A terminal degree in a relevant field, demonstrated leadership in the field of global education, and administrative experience are expected.

Salary will be negotiated.

To initiate the application process or nominate a candidate for the position, address inquiries to Provost Search Committee, Box 6953, Radford University, Radford, VA 24142. Review of completed applications will begin September 18, and will continue until the position is filled.

Radford University is a state-supported comprehensive university with an enrollment presently limited to approximately 9,000 students. Located in the western part of Virginia in the beautiful Blue Ridge Mountains, Radford is a city of 13,500 and is approximately four and one-half hours from Washington, D.C. The 154-acre university campus is located about 45 minutes from the Beautiful Regional Linear

Radiord University is an ANEEO Employer. Applications from women and nimorities are encouraged.

#### **DEAN**

#### **Division of Continuing Education** and Summer School

#### Western Carolina University

The position of Dean, Division of Continuing Education and Summer School, is a full-time administrative position which reports to the Vice Chancellor for Academic Affairs. The Dean provides leadership for the Division and has overeit responsibilities for the following units: Summer School, Community College Contract Programs, Extension Programs, Elderhostel, Conferences, and Non-Credit Programs. The Dean represents the Division with the academic and administrative units of the University manages internal affairs of the Division in accordance with University policies and procedures, supervises the operation of the Division and its staff, and, prepares, recommends, and manages the unit's budget and all other funds assigned to the Division.

runcs assigned to the Division.

Candidate should have three or more years of administrative experience in the university setting. Minimum qualifications include an earned doctorate in an appropriate academic discipline; demonstrated ability to develop programs and budgets and work effectively with faculty, administrators, and outside agencies; an entrepreneurial approach to continuing education, and strong interpersonal communication skills. Preferred qualifications include successful experience in credit and non-credit programming and an understanding of issues related to rural economic development. and an understanding of issues related to rural economic development. Screening of applicants will begin on October 1, 1992 but applications will be accepted until the position is filled. The position will be filled as soon after January 1, 1993 as possible. Applicants should send a letter summarizing their qualifications, curriculum vitae, transcripts, and at least three latters of reference to Dr. judith Stillion, Chair, Search Committee, Academic Affairs, HFR Administration Building, Western Carolina University, Cullowhee, NC 28723.

Western Carolina University is an Affirmative Action, Equal Opportunity employer. Proper documentation of identity, employability, and official transcripts is required at time of employment.

workers and preparation of reports and manuscripts for publication. Ph.D. in physical chemistry and two additional years of research experience in ultrability vacuum surface chamistry and vibrational spectrospicatrochemistry are required. Salary \$22,000 per anaum. Piesse refer to Identify callon #7318092 and inchois Sceles Sourity number. Submit all applications with resumes to Marilin Marks, Indiana Workforce



A calendar of forthcoming meetings, conferences, workshops, and institutes of portance to scholars and college administrators —

every week in The Chronicle.



Ithaca, New York 14850

#### **EXECUTIVE DIRECTOR** OF DEVELOPMENT

Ithaca College invites nominations and applications for the position of Executive Director of Development.

Ithaca is a private, four-year residential college of approximately 6,400 students located in the Finger Lakes region of central New York State. A diverse academic program of liberal and professional studies is offered through the College's five schools: Business, Health Sciences and Human Performance, Humanilies and Science, Music, and the Roy H. Park School of Communications. The College is celebrating its 100th year, concluding a \$32 million capital campaign, and looking forward to the major fund-raising initiatives that will help support lithaca's second century of success.

support lithace's second century of success.

The executive director of development will work closely with the vice president in executing an effective comprehensive resource development program for the College. The executive director will report directly to the vice president for college relations and resource development, will supervise the activities of the directors of annual giving, corporate and foundations relations, and planned giving, and will serve as part of a senior management team that includes the directors of college relations, alumni relations, and operations and support services. The executive director will play a significant role in the recruitment and management of a growing network of volunteers, the development of a comprehensive study of lithace's primary constituencies, and the design and execution of the next major campaign. Extensive travel is required. paign. Extensive travel is required.

Qualifications for this senior administrative post include a minimum of 5 years of demonstrated success in fund raising, and a background in capital campaign management or comparable experience at a senior level, preferably in a college or university environment. Outstanding interpersonal, organizational, writing and speaking skills are required, and a good sense of humor deeply appreciated. A bachelor's degree is required; master's degree preferred.

Screening of applicants will begin immediately and will continue until the position is filled. Salary is competitive and commensurate with experience.

Inquiries, nominations, and applications may be forwarded to: Bonnie J. Cordon, Vice President for College Relations and Resource Development, Ithaca College, Alumni Hall, 953 Danby Road, Ithaca, New York 14850. Ithaca College is an Equal Opportunity, Affirmative Action Employer.



#### WINONA STATE UNIVERSITY

Winona, Minnesota

#### **DEAN OF THE COLLEGE OF BUSINESS**

Provides leadership in undergraduate and master's program development. Coordinates overall administration of Accounting, Business Education and Office Systems Administration, Economics and Finance, Management, Marketing, the Small Business Institute, Small Business Development Center, and the Bureau of Business and Economic Research. Coordinates programs within the College of Business and interdisciplinary programs. Responsible for the business program in Rochester and other off-campus programs. Makes recommendations on all personnel activities to the Academic Vice President. Assists in the allocation of the university budget. Frequently communicates with chall-persons and faculty and facilities professional development of faculty and academic programs. Develops relationships within the university and community at large and engages in resource development to support college Initiatives.

QUALIFICATIONS: Earned doctorate from an accredited graduate institution in one of the major disciplines represented in the College. At least five
years of successful experience in higher education, including both teaching
and administration. Demonstrated administrative skills with budgets and business procedures, personnel (preferably in a system with faculty collective
bargaining), and affirmative action practices. A record of research, publication,
and other scholarly achievements. Orientation toward outcomes indicators.
An ability to work cooperatively with faculty and administrators. Demonstrated
ability in business and community relations and resources development.

Appointment date as soon as possible. Salary is competitive. Application must APPLY TO: Dean of Business Search, Affirmative Action Office, Winona State University, P. O. Box 5838, Winona, MN 55987-5838. Open until filled. Screening of applications begins September 10, 1992. Nominations must be postmarked by August 10, 1992.

WSU is an Affirmative Action, Title IX, Equal Opportunity Employer. Women, minorities, and individuals with disabilities are encouraged to apply.

design, construction, and lessing of gas ionization obsenber; installation of detector and other beam line components at Bevalue; running experiments involving advanced detectors such as time projection chamber at Bevalue; design of detector allows a such as time projection chamber at Bevalue; design of detector allows are at Bevalue; design of detector allows a such as time projection chamber at Bevalue; design of detector allows a such as time projection of the company of the control of the company of the com



#### **OAKLAND UNIVERSITY**

#### Vice President for **University Relations**

Oaldand University seeks applications and nominations for the position of

RULLETIN BOARD: Positions available

A comprehensive public institution, Oakland University serves an enrollment of 1,500 students. It offers 60 undergraduate and 30 graduate programs at the naster's and doctoral levels and has an annual operating budget of approximately 100 million. Selected for the last two years by U.S. News and World Report as one of the nation's top regional universities and "best buys," Oakland University has a strong commitment to outstanding teaching and research. Located in suburban Oakland County, on 1,500 park-like acres, 30 miles north of Detroit, the university is adjacent to the Oakland Technology Park, the site of Chryster Technology Center and numerous other major corporations. Oakland County, need the wealthlest counties in Michigan, and well known for its diversity of culture and quality of life, is home to over 400 multi-national corporations.

culture and quality of life, is home to over 400 multi-national corporations. As a member of the President's senior management team, the vice president will have responsibility for the organization and administration of the university's fund raking, alumni, media relations, conference center as well as the cultural activities offered by the Meadow Brook Hall, the Meadow Brook Theate, and the Meadow Brook Art Gallery. This position is responsible for the development of major gifts campaign, a significant planned giving program, and the direction of the Oakland University Foundation. The successful candidate should have:

The successful candidate should have:

a proven record of significant tund raising; with preference for such activity in the higher education sector;

a minimum of five years' increasingly responsible experience in annual giving, capital campaigns, alumni attairs, and related artivities (comparable comprehensive experience at the senior executive level in a complex organization will also be considered);

a excellent communication and budget management skills;

a commitment to affirmative action and to the academic mission of the substantial.

a master's or doctorate degree and/or possess appropriate professional certi-

Salary and fringe benefits are highly competitive and commensurate with experience and qualifications. Screening of candidates will begin September 30, 1992 and continue until the position is tilled. Nominations, letters of application, issues and three letters of recommendation should be submitted to:

George E. Stevens, Chair Search Committee for Vice President University Relations 417 Varner Hall Oakland University Rochester, Michigan 48 (189-4-181)

Oakland University is an equal opportunity and attemptive action institution Applications from women and univerties are encouraged.

#### **VICE PRESIDENT FOR** STUDENT AFFAIRS

#### SPELMAN COLLEGE

Atlanta, Georgia

Spelman College invites nominations and applications for the position of Vice Position for Student Affairs. The Vice President heads that Bossion of Student Affairs, reports directly to the President, and serves on the President's Senior Set.

Spenian College, founded in 1881, is a private, four-year liberal arts college stin both a major urban center and a large center of education. It is the oldest historically and predominantly black college for women in the United States with considerable prestige in the academic community.

with considerable prestige in the academic community.

The Position: The Vice President for Student Affairs provides leadership and sunagement supervises for all areas of student affairs, including Enrollment Management, Career Planning and Development, Office of Counseling Services, Women's Health Clinic, Health Services, Mentorship Program, Office of the College Calendar, Student Government, and Campus Ministry. As one of the principal administrative officers, the Vice Posident has lead responsibilities over student development and conduct, and plays a major role in overall college policy development.

Qualifications: The successful analysis with how extensive administrative

Qualifications: The successful candidate will have extensive administrative experience in Student Affairs, an excellent understanding and knowledge of student development, demonstrated understanding of the liberal arts tradition, and a demonstrated ability to work collegially with all college constituents. Other desirable traits are innovative and dynamic leadership and strong interpersonal and communication skills. Must have a commitment to and appreciation of the goals and mission of Spelman College. Must be willing to work cooperatively with faculty to integrate student development into academic life. Applications. Besterred.

Application: Review of applications will begin immediately and continue unit a successful candidate is identified. A letter of interest which demonstrates qualifications for the position, a curriculum vitae, and three references should be addressed to:

Search Committee for the Vice President for Student Affairs Office of Human Resources Spelman College Box 1133 350 Spelman Lane, S W Atlanta, Georgia 30314

Compensation: Competitive salary commensus urate with experience and





#### VICE CHANCELLOR FOR BUSINESS AFFAIRS

#### Louisiana State University in Shreveport

Louisiana State University in Shreveport, a 5000-student comprehensive urban institution with a budget in excess of \$16 million, invites nominations and applications for the position of Vice Chancellor for Business Affairs. The university offers a broad array of academic programs at the undergraduate and graduate levels, and research and service activities of relevance to the metropolitan area.

The Vice Chancellor for Business Affairs reports to the Chancellor, and is the chief financial officer of the institution. As one of three vice chancellors and two directors reporting to the Chancellor, the Vice Chancellor for Business Affairs is a member of the Executive Council and plays a key role in university policy development. Reporting to this person are the directors of accounting, computer services, human resources, physical plant, purchasing, and the bookstore manager.

plant, purchasing, and the bookstore manager.

Candidates must have a bachelor's degree in a relative field (a master's degree is preferred); a significant level of experience in business affairs; and demonstrated commitment to excellence and to affirmative action/equal opportunity. A proven ability to provide leadership among the diverse constituencies of a university community; and experience in higher education budgeting, and personnel administration are preferred. Compensation will be commensurate with qualifications.

The position is available November 1. Screening will begin October and will continue until the position is filled. Letters of nomination of application (accompanied by a current résumé and the names, addresses, and telephone numbers of at least five references) should be addressed

Dr. Nancy Belck, Provost Chair, Search Committee, Vice Chancellor for Business Affairs Louisiana State University in Shreveport One University Place Shreveport, La 71115

LSU-S IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER



#### Senior Vice President Finance and Administration

Drexel University, located in Philadelphia, is a private comprehensive uni with roots in engineering, science, business, and the arts with a strong technologi-cal focus. A pioneer in cooperative education since 1919, Drexel operates one of cal focus. A proneer in cooperative concention since 1919, Drexat operates one of the largest mandatory cooperative education programs in the nation. The university is comprised of six colleges, offers 56 baccalaureate programs, 28 master's programs and 19 doctoral programs. The faculty exceeds 400, the student body is approximately 11,000 and there are approximately 1,275 full-time employees.

The Senior Vice President, Finance and Administration, reporting directly to the President, serves as the chief financial and administrative officer of the University, with responsibility for financial management and reporting, budget develop-ment and control, financial systems, property and facilities management, and personnel. The individual is a member of the Senior Management Team of the

The successful candidate will have significant experience in senior-level finan-cial and operating positions in a complex organization and will be familiar with higher education financial policies and practices. We seek a proven leader who can grasp complex financial issues, set strategic direction, formulate and imple-ment meaningful plans, and communicate effectively to a wide range of constituencies.

Interested/qualified individuals should submit a resume by August 31, 1992 to Claire W. Gargalli, Vice Chairman, The Diversified Search Companies, One Commerce Square, 2005 Market Street - Suite 3300, Philadelphia, PA 19103 or call(215) 656-3555.

Drexel University is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

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163. Indianapolis, Indiana 46204; Atten1601: Fay Clasple. Identification #312
83.47.

Research/Chemistry: Research Associate.
Conducts directed research in protein folding, protein function and protein structure.
Works independently, designs, plans, inplements experiments, and develops new
techniques, Assists in preparation of scientifications, and the protein protein in the state of the protein of the p

#### **Assistant Vice President** For Recruitment Services

The University of Oklahoma invites nominations and applications for the position of Assistant Vice President for Recruitment Services. As the chief administrative officer for all aspects of the University's recruitment activities, the Assistant Vice President for Recruitment Services reports directly to the Vice President of Student Affairs and has primary responsibility for providing leadership and coordinating the recruitment of a diverse student population for the University of Oklahoma.

RESPONSIBILITIES

The Assistant Vice President for Recruitment Services supervises a staff of approximately fifty full-time personnel and an annual operating budget of \$1.2 million. The Assistant Vice President has program, budget, and operating responsibility for a cluster of recruiting and student support services, including Prospective Student Services, Financial Aid Services, National Scholars Programs, Minority Student Recruiting, and Alumni Prospective Student Programs. The Assistant Vice President of Recruitment Services also serves as the chief Student Affairs liaison with the academic community of the University regarding the enrollment management process, as well as external agencies such as the College Board, ACT and the National Merit Scholarship Corporation. A significant responsibility of this comprehensive recruitment and retention program includes managing the annual disbursement of 54 million dollars in loans, grants and scholarships to approximately sixty percent of the University of Oklahoma's 20,000 students.

**OUALIFICATIONS** 

QUALIFICATIONS

Required qualifications are: extensive experience and knowledge of recruitment functions and issues, thorough understanding of enrollment management relating to the recruitment and retention of students; thorough understanding of financial aid policies and requirements; strong motivational, organizational and communication skills; demonstrated ability to work successfully with diverse campus and external offices and persons and a demonstrated record of expanding opportunities to diverse populations on a university campus.

An earned doctorate is preferred. Candidates should have at least five years of college level or commensurate academic, administrative, recruitment, or enrollment management experience.

SALARY AND BENEFITS SALARY AND BEINERITS
Salary and Benefits will be competitive and commensurate with
experience and qualifications. This is a twelve month position.
This position has the rank of an administrative officer of the
University of Oklahoma.

APPLICATION PROCEDURE Applicants should submit a letter of Interest, resume and the name, address, and telephone number of three references by

October 15 to:
Frederick W. Weddle, Chair of Search Committee
Division of Student Affairs 900 Asp Avenue, Room 225 Norman, Oklahoma 73019

The University of Oklahoma is an Equal Employment Opportunity/Afirmative Action employer and encourages applica-tions from women and minorities.

### **Vice Chancellor for Student Services**

**University System of Georgia** The Board of Regents of the University System of Georgia invites nominations and applications for the position of Vice Chancellor for Student Services. This position is available on December 1, 1992 or as soon thereafter as possible. The Board of Regents governs thirty-four public institutions of higher education in the state (five universities, fourteen senior colleges, (fitteen two-year colleges), enrolling more than 190,000 students. The executive staff of the Board includes the position of Vice Chancellor for Student Services.

Board includes the position of Vice Chancellor for Student Services.

Major Responsibilities: The Vice Chancellor for Student Services reports through the Executive Vice Chancellor for the Chancellor for Student Services as chief executive officer for the Board of Regents. The Vice Chancellor for Student Sorvices is the primary advisor to and liaison for the Chancellor and the Board on all matters affecting student life on the various System campuses. The Vice Chancellor has the primary responsibility for general oversight of a wide range of student services provided throughout the University System. Including but not limited to financial aid programs, student records, health services, veterans affairs, and student recruitment and admissions. The Vice Chancellor also provides leadership for and works closely with the Student Advisory Council (composed of student government leaders from all System institutions) to the Board of Regents and the various System committees and System/institutional offices which have an impact on student life.

Qualifications: Candidates must hold the earned doctorate, must have experience in student affairs administration either at the System level or at the college or university level, and must have the ability to work effectively with a wide range of internal and external constituencies that are a part of a major public university system.

Nominations should include the nominee's current title, place of employ-

Nominations should include the nominee's current title, place of employment and address. Applicants should submit, with a letter expressing interest in the position, a curriculum vitae and the names, addresses, and telephone numbers of at least five references. Nominations should be received no later than October 1, 1992, Applications

Dr. H. Dean Props, Chancellor Board of Regents, University System of Georgia 244 Washington Street, S.W., Atlanta, Georgia 30334

The Board of Regents of the University System of Georgia is an Allimative Action, Equal Opportunity Employer.

ophenotypins and operation of fluorescence-activated cell sorter and DNA cloning and production and analysis of recombname plasmids. 40 hour week. \$26,000 per
annum. Send letter or resume in duplicate
to SAH#428, Room 501, One Main Street,
Brooklyn, New York 11201.

Research/Molecular Biology: Research assistant to 1) receivs and process clinical
specimens for microbiological examinasitions; 1) develop new molecular biological
methods for the diagnosis of certain disceases such as cancer and microbial infections; 3) perform research in molecular patheology and run established inboratory.

Identification and specimens; 4) manage a
section of a molecular section of a molecular specimens; 4) manage a
section of a molecular section of a molecular specimens; 4) manage a
section of a molecular section of a molecular section of a molecular specimens; 3) teach graduate students techniques
in research and diagnosis. Qualifications:

1) IS in Medical Technology; 2) of least
four years at presence of microbiology; 3)
four years at presence of microbiology; 4)
four years at presence of microbiology; 4)
four years at presence of microbiology; 4)
four years at prese

(C)

Vice President for Administrative

services/Assistant Superintendent

viginess official. Closing date is August 28, 1992.

Tar Legell

o o L. L. B. O E Education For Success

HARTNELL COLLEGE, Salinas, California

is accepting applications for the following positions:

This position is the Chief Fiscel Officer of the District and directs all functions of management support, including fiscal affairs, suxiliary services, collective bargaining.

maintenence and operations, and facilities management. A Meater's Degree in

Auginese Administration, Educational Administration, Businese Management, Public

Policy or a closely related field with emphasis in fiscal management is required, slong with

experience in an administrative position in the public sector including experience as a

Vice President for Instruction/Assistant Superintendent

This position manages all functions associated with total instructional program of the

college. A Master's Degree is required (with a Doctorate Degree desirable) along with

teaching experience and administration experience at the community college level (or

These administrative positions are 12-month, 226-working days per year. They have a starting selary range of \$69,847.00 to \$77,744.00 depending upon qualification and

experience. District sesisted health and welfare coverage for the employee and

dependents include medical, dental and vision. Life, accident and income protection

insurance premiums are provided for the employee. The District participates in contributions to the appropriate retirement system which is a required membership

for this position. Applications and required materials must be received in the Personnel

Office by 5:00 pm on closing date. (Postmarks are not accepted; however, applications

will continue to be received after the closing dates, but will be considered CNLY in the

event that no finalist is selected from the applicants who meet the deadlines). Submit

Office of Personnal and Affirmative Action Services

gompleted Hartnell College Management Application and required materials to:

netitution of higher learning) Closing date is August 31, 1992.

#### CENTRAL WASHINGTON UNIVERSITY Ellensburg, Washington

#### **VICE PRESIDENT FOR STUDENT AFFAIRS**

Position Description:
The Vice President for Student Atlans is the chief student atlairs administrator, reports to the President, serves on the President's Executive Committee and represents the University to the broader community.

dinimum Qualifications: Doctorate from an accredited institution. Six years of progressively responsible management and administrative experience in student affairs

Preferred Qualifications:

A record of:

Professional experience on a residential campus.

Outstanding contributions to the profession including, but not limited to, presuntations/publications; teaching; cummunity service; and staff de-

presentations/publications; teaching; cummunity service; and staff development.

Leadership ability in maintaining open and effective working relationships with students, staff, faculty, administrators and trustees.

A vision of student affairs which includes hullsite development of the person, an understanding of the needs of non-traditional students and a commitment to cultural diversity and affirmative action.

Successful management of large budgets.

Genuine interest in working with students, listening to their needs, and involving them in the decision making process.

Creating an atmusphere which encourages innovation and creativity.

Excellent verbal and written communication skills.

Strong interpersonal skills.
 Program development, assessment and evaluation

Responsibilities:

• Responsible for providing leadership and administrative direction to: Career Planning & Placement Special Services
Financial Aid Access Program
Minority Retention Program

Financial Aid
Health & Counseling
Residence Living
Samuelson Union Building
Scheduling Center
Women's Resource Center
Substance Abuse Program
Intercollegiate Athletics Minority Retention Prograt Disabled Student Service Student Activities Recreation

Works closely with the Assistant Vice Presidents for Student Affairs in evaluating, updating and facilitating certain University polices and proce-dures including: Student Records: Student Rights and Responsibilities; Stu-dent Academic Grievance; and Student Academic Standing.

 Serves as linison with the community at large, including city/county administration, state legislative and executive personnel. Salary and Benefits are competitive and commensurate with experience and credentials. This is a twelve-month position.

Position Available no later than July 1, 1993.

Application Process: Deadline for receipt of complete applications is October 1, 1992. Complete application consists of a letter of interest which shows evidence of the qualiti-cations described above, resume, and the names, addresses, and telephone

### Dr. Carol Barnes, Chair Search Committee for Vice President for Student Affairs Central Washington University Extended University Programs Ellensburg, WA 98926

Elicospurg, WA 98926

CENTRAL WASHINGTON UNIVERSITY is a comprehensive state university which services nearly 7,000 students and is located in Ellensburg which is a city of 13,000 on Interstate 90. Ellensburg is a two-hour drive from Seattle, the major cultural center of the Pacific Northwest. Situated east of the Cascade mountains, the Kititias Valley is known as one of the finest living environments in the Pacific Northwest. It is ideally located for backpacking, fishing, hunting, mountain climbing and skiling.

CENTRAL WASHINGTON UNIVERSITY is an Affirmative Action, Equal Employment Opportunity, Title IX Institution. It has a strong commitment to increasing the diversity of its administration, faculty and student body. Central Washington University operates under an approved Affirmative Action Program and is especially interested in receiving applications from women, minorities, Vietnam-era veterans, disabled veterans, & persons of disability.

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#### VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Methodist Theological School in Ohio, one of thirteen United Methodist seminaries in the nation, invites applications and nominations for Vice President for Institutional Advancement. This senior educational administrator will be a member of the President's Administrative Council and provide leadership in the development and management of fund ratising, student recruitment, and public relations plans and programs.

As a senior staff colleague to the president, the Vice President will develop strategy for solicitation of major gifts. S/he will also do direct solicitation of major and other gifts.

major and oner gits.

Requitements include experience in higher education that has prepared the candidate for executive level positions, significant success as a fund raiser, experience in/with admission, development, public relations, and alumnize relations resulting in ability to supervise professional staff and make meaningful contributions in these areas. Candidates should be knowledgeable regarding the church and its mission and role in society. Experience in theological education desirable, but not required.

Review of application materials will begin September 8 and continue until the position is filled. Send nominations and application materials to President Norman E. Dewire/P. O. Box 1204/Delaware, OH 43015-0931. AA/EO.

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Research / Molecular Biology: University Research / Associate, Molecular Biology. Conduct genetic research involving appression of leolated genes in mice in order to determine the various effects of the gene in tumor development. Generate transsente movement of the process of the possent weeter using restriction enzyme; solution weeter using restriction enzyme; solution weeter using restriction enzyme; solution overhites; and receasing mice for present overhites; tower permanent of Employment Security, 401 South Street—J South, Chicago, Illinois Edels, Attention: Braines Countils, Reference Willers DNA Get Electrophoresus; DNA Lindaino; Southern Analysis; Western Microscope, Techniques used includes: DNA Get Electrophoresus; DNA Lindaino; Southern Analysis; Western Microscope, Techniques used includes and cell fusion; and ELISA (Electrophoresus) and ELISA (Electrophoresus) and ELISA (Electrophoresus) and ELISA (Electrophoresus) and ELISA (Electrophoresus). The second of the second



#### VICE PRESIDENT FOR ACADEMIC AFFAIRS

Winthrop University is a competitive, co-educational, comprehensive teaching university, committed to being a model of excellence in public higher education. Winthrop is located in Rock Hill, South Carolina, a thriving community 200 miles south of Charlotte, North Carolina.

higher education. Winthrop is located in Rock Hill, South Carolina, a thriving community 200 miles south of Charlotte, North Carolina.

The University invites applications and nominations for an academic leader to be Vice President for Academic Affairs. As chief academic officer, the Vice President reports to the President and provides primary leadership in planning, budgeling, faculty affairs, instruction and academic facilities management. The Vice President for Academic Affairs is the chief spokesperson and representative of the University's academic efforts both on and off campus, and leads a distinguished faculty of 300 members:

Winthrop University seeks a dynamic, innovative, and energetic individual with the necessary human relations, communications, planning and organizational skills to lead and inspire the University community. Candidates should possess an earned doctorate and demonstrate evidence of scholarly achievement. Successful teaching, resource management and administrative experience are expected. The successful candidate for this leadership position must share in the development and realization of the University's vision of academic distinction. The University is commuted to attracting leaders to the campus who will support the continued emphasis upon academic excellence in a racially and culturally diverse community.

Review of applications and nominations will begin on October 15, 1992, and will continue until the position is filled. Applications should include a resume; the names, addressess, and telephone numbers of three persons who may be asked to provide a letter of reference; and a letter of interest which includes a statement detailing the abilities and experiences the candidate between the or she brings to the position. Nominations must include a current mailing address and telephone number for the nominee.

Winthrop University is an affirmative action, equal opportunity employer, and we especially encourage nominations of and applications iron minorities and women.

Applications and nominations may be sent to:

Drs. McKord Wilson & Paul Du Bois, Co-Chairs
Vice President for Academic Affairs Search Committee
Tillman Hall, Room 204
Winthrop University
Rock Hill, SC 29733

#### DEAN OF THE SCHOOL OF EDUCATION UNIVERSITY OF KANSAS

Nominations and applications are sought for the position of Desn of the School of Education at the University of Kansas. Though negotiable, the target starting date is July 1, 1993.

The School consists of more than 100 tenure-track faculty and enrolls more than 1,000 undergraduate and 2,000 graduate students in a broad range of certification areas and programs. It is one of the top units within the University generating external funding and has been involved in a number of innovative programs including extended teacher education, instructional leadership doctoral training, and the establishment of a professional development school.

Candidates must have a Ph.D. in a discipline represented in the School, teaching and scholarship credentials appropriate for appointment as a full professor, prior administrative experience, a commitment to securing financial resources and effective interpersonal skills.

Applications will be accepted until the position is filled. Screening of applications will begin November 16, 1992. EO/AA employer. A full job description is available upon request. Applications from and nominations of private sector individuals who meet the qualifications are welcome. Applications including a letter of interest, a resume, and the names, addresses, and telephone numbers of three references should be sent to:

Dr. Robert L. Hohn, Chair Dean of Education Search Committee Office of Academic Affairs 132 Strong Hall University of Kansas Lawrence, Kansas 66045

#### Vice President for Advancement

#### IONA COLLEGE New Rochelle, New York

iona College, a private, coeducational comprehensive college founded by the Congregation of Christian Brothers, seeks a Vice President for Advancement. DUTIES: Full responsibility for all lund-raising activities; alumni affairs; executay migh level major gift closings; capital campaigns; special events; federal, state, and private grants; advertising and marketing; publicity and public relations.

BACKGROUND: The successful candidate will be a proactive self-starter who has strong management and planning skills with demonstrated ability to oversee a multi-faceted development program. The individual will have a proven history of running a successful capital campaign and increasing the donor financial base. Minimum requirements include a Bachetor's degree and at least 10 years of highly successful fund-raising experience. Please send résumé and salary history not later than September 11 to:

Linda Kress Search Associate Boyden Consulting Corp. 55 Madison Avenue Morristown, NJ 07960

IONA COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER MIFIHIV

paptides, nucleic acide, and other biological macromolecules. Responsibilities included the teaching of students and faculty in the use and applications of studential faculty in the studential faculty in th

### **VICE PRESIDENT** FOR STUDENT SERVICES

mary advocate for student concerns within the administration of the institute, the Vice President will be responsible for such

- □ Recruitment and admissions.
- 🗅 Retention services.
- Student financial planning and services.
- Counseling and career planning.
- Student government.
- ☐ Student health services.

The Vice President for Student Services will report directly to the President and will participate with other members of the President's senior staff in guiding, coordinating, and directing campus operations. The ideal candidate for this position will be a caring individual with a genuine concern for students. The Vice President will be entrepreneurial, innovative, and must possess strong interpersonal and team-building skills to manage this professionally diverse business unit. Qualifications will include:

- An advanced degree is desirable, but not necessary. Applicants from both academic and non-academic backgr

THE GEORGIA INSTITUTE OF TECHNOLOGY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

### Georgia Tech-

#### **Mary Washington College** ASSISTANT DEAN OF ADMISSIONS

Mary Washington College is seeking an individual to serve as Assistant Dean of Admissions. This individual will be involved in all activities related to the recruitment and admission of students to the Bachelor of Arts and Bachelor of Science undergraduate programs. This individual will have specific responsibilities related to the recruitment and admission of African-American and other students of color. Qualifications: Applicants should have excellent oral and written communications skills. Strong counseling and public relations skills are essential. Previous experience in college admission counseling is desirable. Bachelor's degree required. Salary: low \$20, 's. Submit a letter of application, résumé, three references and copies of college transcripts to Dr. Martin Wilder, Vice President for Admissions and Financial Aid, Mary Washington College, P. O. Box 615, Fredericksburg. VA 22401-5358.

Mary Washington College is a public, coeducarional, undergraduate college Mary Washington College is a public, coeducational, undergraduate college of liberal arts and sciences. The College has experienced steady growth in competition for admission. In 1990, the college received a record 5000 applications for 750 freshman spaces. The 275-acre, primarily residential campus is located in historic Fredricksburg, VA, just 50 miles from both Washington, DC and Richmond, VA.

Applications accepted through September 4, 1992. Mary Washington Col-

lege is deeply committed to affirmative act women to apply. V/TDD 703-899-4624. AA/EEO

viduals should contact Dr. Albert S. Mildvan, Department of Blological Chemistry, The Johns Hopkins University School of Medicine, 725 North Wolfe Street, Baltmore, Maryland 21205-2185 before September 15, 1992. The Johns Hopkins University School of Medicine as a Regual Opportunity, Affirmative Action institution.

Research/Parasitology: Assistant Professor, Research/Parasitology: Assistant Professor, Real-time, non-tenure track position in imminoparasitology. Requires Ph.D. in parasitology, with positiocicral experience highly recommended. Must be willing to participate in established research programs with Rimeris tenolia and Cryptospordilum paryon. Candidates should have experience in immunological, parasitological, and biotechnological procedures, such as hybridoms technology. Competence in tissue culture highly preferred. Salary 330,600. annually. Job Order Number 1071976. Application deadlies to September 4, 1992. Send application, curriculum

Research/Physica: Research Associate. Research in three-body Coulomb systems and their interactions with external fields, Develop suitable compounter programs and prime calculations of resonance states and phase shifts for excitation, logization and other processes. Should be familiar with the diabetic-by-sector method in the hyperspherical coordinates, the multi-channel quantum defect theory, and the frame iransformation. Reperience with Cray supercomputers and proficiency in compuse programming required. Must be the first satisfar on at least three scientific papers on theoretical stock or molecular physics, uplished by recognized fournals. 40 hours per week, 225,000 per year. Send with, regretted of published papers and list of three references, to Distinguished Professor

The Georgia Institute of Technology, located in Atlanta, site of the 1996 Centennial Summer Olympic Games, seeks candidates for Vice President of Student Services. The creation of this position is part of a university-wide effort to establish Georgia Tech as the premier technological university of the 21st century and presents the new Vice President with an enormous opportunity to define the future of student services and strengthen an inclusive, multi-cultural community. The individual selected to head this customer-driven, student-oriented strategic unit will be responsible for initiating, developing, and maintaining a wide range of programs and services that contribute directly to the inslitute's learning environment, enhance the academic and personal development of its students, and prompte the benefits of a Georgia Tech education. While serving as the primary advocate for student concerns within the administration

- functions as:

- Housing.
- Student activities including aports clubs and intramurals.
- Assessment and evaluation of student services. □ Placement.

- A record of accomplishment in a significant leadership position in a customer-related environment.
- □ Outstanding communications and human relations
- A demonstrated commitment to the value of cultural
- encouraged to apply.

Please send nominations and applications by August 29, 1992 to: Jerry A. Dark, Associate Vice President, Office of Human Resources, Code CHE86, Georgia Institute of Technology, Resources, Code CHE86, Atlanta, GA 30332-0435.

## Qualifications include a minimum of that before's degree author CPA from an accredited institution with significant expendence in a counting and misiness operations. At least tive years of aufininstative experience preferably in higher education; a record of demonstrated and successful experience in human resources and first all operations; strong supervising and organizational stills; effective communic atoms (writer and oral); ability to work with various university constituents and demonstrated leadership ability. Review of applications will begin immediately and expected to end by August 30, 1992.

Chicago

University

State

VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS

The Vice President for Administrative Attains reports to the President and serves as a member of the President's Useronive Council. The Vice President for Administrative Affairs is responsible for the supervision of the division of Administrative Affairs Comprised of eight separate units: Financial Affairs, Budget, Information Systems, Physical Plant, Institutional Research & Evaluation, Personnel, University Center and University Police. The Vice President develops and implements institutional policies related to fiscal and administrative matters.

Qualifications include a intrigrum of flacticities degree and/or CPA from an

the Assistant Province Open of Student Descriptment reports to and assists the

ASSISTANT PROVOST/DEAN OF STUDENT DEVELOPMENT

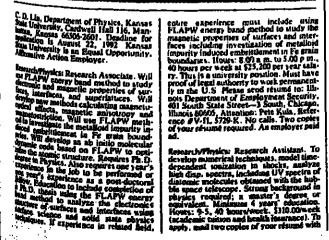
The Assistant Provosi/Dean of Student Development reports to and assist the hoost and Vice President for Academic Affairs in providing leadership and direction for student development activities at the University. In the University's new administrative structure, student affairs units and functions have been integrated into the Division of Academic Affairs in order to provide the students with strengthened and more efficient vetwer. Areas reporting to this position include admissions, financial and, Hispanic-American affairs, student activities, and career development center.

The successful candidate is expected to work closely with faculty, chairs directors, deans and other University personnel in promoting the welfare and academic success of students. An earnest doctorate from an accredited institution is required with significant full-time teaching experience at a four-year college or university. Other qualifications include demonstrated skills to work affectively with students, especially three from underrepresented populations; administrative experience in higher education; strong commitment to access and diversity; and excellent interpersonal and communication skills. The position will be filled by September 1, 1992.

Applicants should send a letter, write, and names, addresses, and phone

Applicants should send a letter, vitae, and names, addresses, and phone numbers of at least three references to Dr. Pedro L. Martinez, Director of Affirmation (1988). Ammative Action and Cultural Diversity, Chicago State University, 95th Steel at King Drive, ADM-316, Chicago, IL 68628.

CHICAGO STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



Research/Physics: Research Assistant. To develop mimerical techniques, model time-dependent sonization in shocks, analyze high disp. spectra, including UV spectra of diatomic unclecules obtained with the hubble space telescope. Strong beckground in physics required; a master's degree or equivalent. Minimum 4 years' education. Hosts: 9-5, 40 hours/week, 310,00m eck (academic toiston and health featurance). To apply, and two copies of your resume with

#### UNIVERSITY OF **St.Thomas**

HARTNELL COLLEGE

Salinas, CA 93901

156 Homestead Avenue

Phone: (408) 755-8706

FAX: (408) 755-6937

### Vice President for Student Affairs

The University of St. Thomas, a private, co-educational Catholic, comprehensive university in the Twin Citios, seeks a candidate for the position of Vice President for Student Affairs. The Vice President for Student Affairs reports to the Provost and is responsible for all aspects of non-academic undergraduate student life including campus activities, residence life, multicultural student services, campus ministry, volunteer activities, personal counseling, career counseling, student health service, international students and student discipline and coordinates with and supports the efforts of those providing student services to non-traditional and graduate students. The university serves over 10,000 students, over 4500 of whom are undergraduate day students and about 1600 whom are students living in university serves over 10,000 students, over 4500 of whom are undergraduate day students and about 1600 whom are students living in university prospored housing on campus. Over 5000 students are enrolled in graduate programs. The successful candidate will have extensive experience in the area of student affairs at the college or university lovel. A doctoral degree and experience at a private liberal arts college or university are preferred. The successful candidate will actively support and promote the ideals of a Catholic liberal arts college or university and a university committed to diversity within its campus community and to service to the local community. Applications, including a cover letter and résumé, or nominations should be submitted by September 25, 1992 to: Dr. Charles J. Keffer, Provost, University of St. Thomas, Mail #5043, 2115 Summit Avenue, St. Paul, MN 55103. Persons uf color and women are especially encuraged to apply for this position.

The University of St. Thomas is an equal apportunity, affirmative action employer.

#### Association of American Colleges **Vice President for Communications**

ASSOCIATION of AMERICAN COLLEGES The Association of American Colleges, a forward-looking membership organization of 640 universities and colleges, seeks a vice president for communications. AAC is committed to the attengilhening and promotion of liberal education.

Responsibilities will include direction of the office of publications and uplic information and coordination of membership activities. The new vice the publication will institute and coordinate marketing and research for publications will institute and coordinate marketing and research for publications. dent will in president will institute and an annual meeting; will sustain strong media con-tions, membership, and an annual meeting; will sustain strong media con-nections; and will explore the use of information technologies. A collegial working style is essential.

Qualifications: An advanced degree and a major in a liberal arts or sciences field; recent campus experience; at least five years' experience in a publications or public relations position, with some management responsibility; superior writing, speaking, and editing skills. The successful candidate will be deeply committed to and articulate about the value of the liberal

Applications should be sent to Dr. Faula P. Brownies, President, Applications should be sent to Dr. Faula P. Brownies, President, Association of American Colleges, Box 31, 1818 R Street NW, Washington, D.C. 20009, for consideration beginning August 17, 1992. Candidates invited for an interview will be saked to bring a portfolio of their work. Minority candidates are strongly encouraged to apply. An AA/EEO employer. Principals only. No phone calls.

iob order #1177 or with copy of advertisement strached to: Department of Engloyment Strached to: Department of Engloyment Strached to: Object, Northwest, Room 225, Washington, D.C. 20001; (202) 724-3770.

Research / Plastics Englocering: Research Associate/Plastics Englosering, 46 hours/

### RANCHO SANTIAGO COLLEGE

#### VICE CHANCELLOR CHIEF ADMINISTRATIVE OFFICER

SANTA ANA CAMPUS

The Vice Chancellor will be expected to foster a duality of strong leadership qualities and team building while serving the District with candor and vision. Responsibilities include developing District policies and procedures as they apply to the operation of the Santa Ana Campus, a campus with 25,000 credit students and over 2,000 employees. The campus student population is ethnically diverse to include significant numbers of Hispanics, Asians, Blacks, Native Americans, and other cultural groups. The Vice Chancellor will serve as an advocate for campus programs and will build bridges to the local urban

Salary \$94,767 / yr.

#### SHARE YOUR VISION

For Application and Brochure Contact: Personnel Services Rancho Santiago Community College District 1530 W. 17th Street

Santa Ana, CA 92706 or Phone (714) 564-6485 Fax (714) 564-6498

Application Deadline: October 15, 1992

SEEKING STAFF DIVERSITY An Affirmative Action and Equal Opportunity Employer

#### **VICE CHANCELLOR FOR EDUCATION** St. Louis Community

College

The Board of Trustees and the Chancellor of St. Louis Community College Invite nominations and applications for the position of Vice Chancellor for Education. St. Louis Community College is a public multi-campus two-year institutio: St. Louis Community College is a public multi-campus two-year institutor." consisting of three campuses, three education centers, and a central administration office. The district includes the city of St. Louis, St. Louis County, and a small portion of two adjoining counties with an approximate population of 1.5 million. Approximately 33,000 students per semester are enrolled in more than 100 college transfer, career, continuing education, and customized training programs. The district has an annual budget of approximately \$80 million, employs approximately 1,330 full-time faculty and staff. 1,400 part-time faculty and 700 part-time staff. St. Louis Community College is a member of the League for Innovation in the Community College.

The Vice Chancellor for Education is the chief educational officer of the College system and reports directly to the Chancellor.

Position Profile: The successful candidate should have a Master's degree from an accredited institution, a doctorate degree is preferred. Seven (7) years of fultime experience including five (5) years of progressively responsible higher education administrative experience in the development and coordination of academic programs and student development support services, including the coordination and evaluation of College-wide plansing in the areas of program planning and development, transfer education, vocational/career education, developmental education, continuing education, community development and instructional resources. Four years of college level teaching experience desired.

Candidates must demonstrate through their experience and accomplish-

Candidates must demonstrate through their experience and accomplish-

Understanding of and commitment to the philosophy and mission of the comprehensive community college.
 Restablity and organizational leadership in instruction, program devely-opment and student services.
 Administrative ability and a capacity to promote institutional excel-

Superior communication, content
Skills in fiscal planning.
Commitment to student concerns.
Sensitivity to multicultural issues and evidence of support of cultural diversity and affirmative action, equal educational opportunity produces of the position profile.

Interested persons meeting the requirements of the position profile should send letters of application, including complete résumés plus three (3) letters of reference to Doris D. Eldridge, Associate Vice Chancellor for Human Resources, 300 South Broadway, St. Louis, Missouri 63 102. Application deadline is September 4, 1992. Starting date is November 2, 1002.

St. Louis Community College, as an equal opportunity employer, encourages the candidacies of minorities and women.

Extruder Station. Ensel Intection Modding Sistion. Hydraulic Vertical Pressure. Pf. Thermal Analysis Station, Rhaometric Mochanical Spectrometer, Instruct Universal Terling Machine. Ph.D. in Plastics Engineering and/or Material Science as well as one year's experience as Research Associate. Previous experience must include: Palymer blands, reinforced with dispersion and fibrous fillers; testing, proporties and application; recycling; worcessure of thermorelatic and thermosetiting, integral loaned structure, processes in modd. Oradusto situation must include one project each on; reinforced canaincesting restant, feating by injection molding, mecrostructure of structural foamed resin. Mast have proof of legal seubority to work permanently in U.S. Send two (2) copies of résund to: Išino's Department of Employment Security, 401 South State Streat-3 South, Chicago, Illinois 6663; Attention; Maxing Counts, Reference #V-IL\_Storic\_No calls.

Residence Lifet Program Manager, ApplicaUona are invited for the position of Program
Manager for Residence Halls Operations at
the University of Washington, Position reaponsibilities include managing daily operations of the custodial program, lianon,
with Physical Plant to manager routine repair of Residence Hall Resilities and play a
key role among Housing staff, Specific duties include administrative management;
coordination of services to residents; and
selection, auspervision, and evaluation of
custodial staff. Requires a backstor's deares (master's professed) is a related field
program and two years of professional experionce; or four years of responsible supervisory andoy administrative experience
in a related field. In apply, obtain application packet from University of Washington
Staff Employment, 1320 Northeast Canpits Parkway, Seattle, Washington 98192400
[246) 341-2544. Application materials must
be resceived or postmarked by Mooday, August 24, 1992. An EEC/AA employer.



### THE UNIVERSITY OF MONTEVALLO



#### PROVOST/VICE PRESIDENT FOR **ACADEMIC AFFAIRS**

The University of Montevallo invites nominations and applications for the position of Provost/Vice President for Academic Affairs. This vacancy is created by the appointment of the Provost to the University presidency. The anticipated date of appointment is January 1, 1993, but no later than June 1, 1993.

The Provost/Vice President for Academic Affairs is the chief academic officer of the University and is responsible for its administration in the absence of the President.

A candidate should have an earned doctorate in an academic discipline with appropriate experience in academic administration. A candidate should have had experience at the Dean's level or above in long range university planning, curriculum development, faculty administration, and university budgeting, with a distinguished record of academic leadership.

The University is a state assisted, predominantly undergraduate liberal arts institution with an enrollment of 3300 students in 75 program majors. Graduate study in selected fields is offered at the Master's and Educational Specialist levels. The University's academic program is housed in four colleges: Arts and Sciences, Business, Education, and Fine Arts. The University is located 32 miles south of Birmingham, Alabama's largest city, in the most rapidly developing area of the state.

Screening will begin September 1, 1992 and continue until a suitable applicant is found. Nominations, inquiries, and letters of application with resume and 3 letters of reference submitted by references should be submitted to:

> Robert M. McChesney, President Station 6001 University of Montevallo Montevallo, Alabama 35115-6001

The University of Montevallo is an equal Opportunity Employer and encourages the nomination and cardidacies of women and minorities.

#### **VICE-PRESIDENT** TRAINING AND RESEARCH

Vice-President, Training and Research for newly-formed institute promoting educational reform. Affiliated with well-established non-profit, private school. Plans for national expansion. Responsibilities include: develop and market professional training and research programs; grant-writing and public relations in partnership with Development Office; new program start-up including community outreach; supervise training and research staff. Must have 3-5 years' experience in professional training in education or human writing skills and entrepreneurial ability. Ph.D. or MBA level preferred. Travel required. Send résumé with complete salary history and requirements. to: President, IRL, 1955 Fremont, South Pasadena, CA 91030.

Residence Life: Assistant Director of Residence Life for Housing. Twelve-month, live-in, hull-time position reporting to Director. Respective position for all aspects of supervision of on residence hall and operations' action for all four hells. Candidate sust this backs of segre, two years' residence life experience, and a strong interest in working closely with diverse student population. Computer experience preferred. Computitive salary, room and board, and basefits package. Seed letter, résund, and three references to Director of Residence Life. College of Mount Saint Vincent, Riverdale, New York 10471, Applications accepted until position is filled. FOR.

Vincenti, Riverdale, New York 10471, Applications accepted until position is diled.

FOR.

Residence life: Rice University is seeking a position may become permanent, dependent of functions. The position involves organized the position of purpose of the conditation. Areas of responsibility include orientalloid, supervision of purpose seeking a program, officency boulding, and exhibit the seeking as position may become program for function involves organized to function and program, officency in the officers of economic development activities in rural great development activities in rural great development activities in rural great and penalty and program of the position involves organized to development training a series of local group and program and program of the position may become programmed and position may become programmed and position may become programmed on funding. The position involves organized as the position may become programmed on funding. The position involves organized as the position may become programmed on funding. The position involves organized as the position may become programmed or funding a series of local economic development training a series of local funding a surface of local programmed training a series of local funding a surface of local programmed training a series of local funding a surface of local programmed training as the position may become programmed and programmed training as the position may become programmed and programmed training a series of local programmed training as the position may become programmed and programmed and programmed training as the position may be come and programmed and program

#### THE FRANKLIN INSTITUTE

#### **Executive Vice President** of Finance

The Franklin Institute, located in Philadelphia, is one of the leading science and technology museums in the country. Its primary components are the Science Museum, the Mandell Futures Center, and the Tuttleman Omniverse Theatre. Focusing on science education, these facilities have created a museum that helps people visualize the world of the future. The institute has an annual operating budget in excess of \$15 million. Endowment and Plan Funds total approximately \$37 million. Nearly one million people visit the museum annually and the staff currently numbers 320.

The Executive Vice President of Finance will serve as Chief Financial Officer and Corporate Treasurer of the Institute with broad managerial responsibility for the financial operations and planning of the Institute. Departments reporting to the Executive Vice President will be responsible for the Institute's external financial, legal and insurance relations.

The successful candidate will be a proven leader who can grasp complex financial issues, set strategic direction, formulate and implement meaningful plans, and communicate effectively to a wide range of constituencies. Outstanding interpersonal and communication skills are re-

Interested/qualified individuals should submit a resume by August 31, 1992 to Dr. James C. Hess, Executive Vice President, The Diversified Search Companies, One Commerce Square, 2005 Market Street, Suite 3300, Philadelphia, PA 19103.

The Franklin Institute is an Equal Opportunity Employer. Women and minorities are encourage to apply.

#### Fort Hays State University Assistant Vice President for Administration and Finance

Responsibilities: Reports to the Vice President for Administration and Finance and is responsible for financial reporting, personnel administration, purchasing, administration of grants and contracts, accounting and related business office operations, internal audit, and other duties as assigned by the

Qualifications: Bachelor's degree with significant coursework in accounting, advanced degree and/or CPA is preferred; progressive administrative and fiscal experience, preferably in higher education. Strong written and oral communication skills and a demonstrated ability to effectively interact with

communication skills and a demonstrated abuny to checker, a variety of groups.

The University: FHSU enrolls 5,600 students annually and maintains a rent operating budget of \$37,000,00. Salary: Competitive/commensurate with experience.

Closing Date: Review of applications begins Sept. 15 and will continue until the position is filled. The preferred starting date is February, 1993. To Apply: Direct nominations or letters of application with a complete resume and the names, titles, addresses, and telephone numbers of five

Mrs. Nina May, Coordinator, Search Committee for Assistant Vice President for Administration and Finance 600 Park Street Hays, Kansas 67601-4099 FHSU is an AA/EO employer and encourages women, minorities, and persons with disabilities to apply.



#### ASSISTANT VICE PRESIDENT FOR UNIVERSITY RELATIONS/ **DIRECTOR OF DEVELOPMENT**

Seattle University is an independent institution of higher education operated in the Jesuiz tradition of liberal education.

This position reports to the Vice President and supervises a staff of fifteen. Coordinate and implement the annual comprehensive plan for fund development, including the annual fund, corporate, foundation, major gifts, and planted giving. Serve as primary campaign manager for a capital campaign. Plan and direct a successful program to attain goals in endowment, capital, annual fund, and enhancement seements of the campaign. annual fund, and enhancement segments of the campaign. Qualifications: Bachelor's degree. Five years' increasingly responsible experience in development. Experience in solicitation, planning and management required, Ability to manage the supervision of a large staff, budgets, and volunteer

Send cover letter, résumé, and three references to: Seattle University, Office of Human Resources, Position #92120-R, Broadway and Madison, Seattle, WA 98122-4460. Review of résumés will begin 9/1/92 and will continue until the position is filled.

economic trends in the rural Midwest, and especially Illinois, will also be a responsibility of this position, Part-dine teaching may be available. Applicants should have a Ph.D. in Geography, Public Administration, or be in the dissertation stage. If the position becomes permanent, the person will be required to publish in reformed loar-pals, write reports for state and local soverments, and participate in other public polity projects. In claim to publish in reformed loar-pals, write reports for state and local soverments, and participate in other public polity projects. In-state travel will be required as part of this position. Applicants should send a resume, three letters of reference.

#### Vice-President for **Development**

#### **CLEVELAND STATE UNIVERSITY** Cleveland, Ohlo

Cieveland State University seeks nominations and applications for the position of Vice-President for Development. The University is a comprehensive urban university, located in the center of a metropol-ican area of over two million people, with over 19,000 students and

The Vice-President will have responsibility for the planning, organization, and administration of the University's fund-raising activities

- Specific responsibilities include:
- serve as the chief fund-raising officer for the University and coordinate fund-raising activities of the University;
   provide executive leadership in planning, developing, and implementing the University's first capital campaign;
   supervise the continued growth of the University's annual campaign;
- serve as Executive Director of the CSU Foundation and maintain an on-going interactive relationship with the Foundation President, Chairman, and Directors;
- lead and participate in major gift solicitations as appropriate;
   supervise the University's development staff, and in conjunction with college deans, the college development officers.
- Successful candidates will possess: demonstrated professional skills and proven administrative leadership abilities;
- high-level skills in interpersonal communication and in organi-
- a proven record of developing programs for the cultivation of large donors and planned giving;
  seven to ten years of successful development experience;
  three years at management/supervisory level in the context of a major capital campaign.

Salary will be competitive and commensurate with qualifications. Screening of candidates will begin on August 19, 1992, and continue until the position is filled. Applications, credentials, and nominations should be submitted to Dr. David C. Sweet, Chair, V.P. for Development Search Committee, Cleveland State University, E. 24th & Euclid Ave., Cleveland, OH 44115. Equal Opportunity



#### SEARCH EXTENDED State University of New York College at Cortland

#### ASSOCIATE VICE PRESIDENT FOR INFORMATION RESOURCES

Library Computer Center **Telecommunications** Learning Resource Center

Responsibilities: The Associate Vice President for Information Resources is a new position resulting from reorganization of information services at SUNY Curtaind. The new AVP will have responsibility for the information resources highlighted above. These facilities represent a staff of over 65 personnel and have an annual operating budget of approximately 54 million. The Associate Vice President for Information Resources will report directly to the Provost.

Provost.

Qualifications: Significant experience which will enable the AVP to work effectively with
the library and computer center. Some experience with telecommunications and classroom technologies also required. Doctorate highly destred; master's with commonsurate
experience acceptable. Successful administrative experience, including management of
parsoancel and budget, strong oral and written communication skills, leadership in an
academic environment, and experience in long-range planning are required. The new
AVP must take seriously a leader's responsibility to affirmative action and diversity.

The College at Contland has approximately 6,000 students, 900 employees, and an
annual budget of \$29,000,000.

ennual budget of \$29,000,000.

A detailed position description will be mailed to applicants. Review of applications will commence in late September and on-campus interviews will be conducted in October. Applications will be accepted until the position is filled. Interested candidates should submit a letter describing their interest in the position and the relationship of their backgrounds to the position, a résumé, and the names and telephono numbers of five references. References will not be contacted until the committee is working with a short list. Send application materials to:

Dr. Marilou B. Wright
Executive Assistant to the President
P. O. Box 2000
SUNY College at Cortland
Cortland, NY 13045

The College at Cortland is committed to the theory and practice of affirmative action

Social Work Assistant/Associate Professor. The University of Maryland Bailmore County has an opening for a tenure-track position in the undergraduate program of the School of Social Work, Applicants must have an earned doctorate, a Master's in Social Work, and two years' post-master's experience, Prior teaching and ovidence of scholarly activity desired, Preference siveo to applicants with a demonstrated commitment to undergraduate generalist education. Send letter of interest, vita, and three manes of references to Dr. Betsy Yourlasks, Department of Social Work, University of Maryland Bailtmore County, Bailtmore, Maryland 21228. This position will be available as early as fanuary, 1993; review of materials will be sell tempediately and continue until the position is filled but they must be received by October 15 for January y consideration. UMBC is an AAV BOR.

Special Education: Assistant Professor of Special Education. The Department of Special Education and Administration is currently seeking applicants for a tenure-track position at the Assistant or Associate Professor level. Duties include teaching undergraduate and graduate contracts in special education, supervision of student teaching, upervision of oundergraduate and graduate practice, student advisement, service, research, and other duties us as-

issued by the superinted doctorate in Special Education with emphasis in mental handicaps, learning disabilities, or behavior disorders is required. Evidence of scholarly productivity strengthens application. A minimum three years successful is achieved, and the superince in special education in the public schools is required. This position is a nine-month, tenur-track position at the Assistant Professor rank beginning January 1, 1993. Salary competitive and based on qualifications and experience. The application deadline is September 15, 1992. Sond a lotter of application, vita, three current lotters of reference, and friend transcripts of all college work directly from callege or university to Dr. W. B. Craws, Chair, Search Committee; Department of Special Education and Administration; CBX 072; Georgia College; Milledgeville, Georgia 31061. An Affirmative Action, Equal Opportunity Employer.

Speech: Tenure-track, Assistant Professor of Speech beginning January, 1993 or September, 1993. Tanch five four-hour classes per year in public speaking and areas of specialty such as public address, restoriest theory, or history and criticism of mass confinumication. Possibly direct, an active public debasing program, Salary is accounted by the public debasing program. Salary is accounted by the public of the program of the public periods of the public peri

#### **Dallas County Community College District**

### **PRESIDENT**

**Eastfield College** Dallas, TX

Eastfield College, part of the seven-college Dallas County Community College District, is seeking a new president. Eastfield is a 254-acre, 10-building campus, with an enrollment of approximately 10,000 credit students and 9,000 continuing education students persenester. Staff includes 646 full-time and part-time faculty, 187 full-time professional support staff, and 27 administrators. This multicultural campus is located in Mesquite, an eastern suburb of palls.

The president is responsible for the overall operation of the college, which includes a comprehensive educational program, and for the development/administration of the annual college budget of \$17,000,000. This position reports directly to the chancellor, Candidates for this position must have the following minimum qualifi-

An earned doctorate from an accredited institution or a master's degree from an accredited institution, plus substantial leadership experience in an organization comparable to Eastfield Community College.

knowledge of and commitment to the mission of the community

Three years of successful teaching experience as well as work experience outside the academic setting. Three years of management experience including the areas listed below:

- Instructional management Curriculum developmen
- Longrange planning and evaluation
   Selection, development, and evaluation of personnel
   Fiscal planning/budgetary accountability
   Leadership in an institution that reflects a multicultural popula-

Demonstrated Skills

- Proven skills are sought in the following areas:
- Team building Participative leadership
- Advocacy for students
- Allocation/management of resources according to mission and Receptional verbal/written communication skills
   Comfort with computers as a communication tool

Applicants must submit a completed DCCCD application, official transcripts, résumé or curriculum vitae, and a letter specifically addressing each of the required minimum qualifications for the position in the order listed above. Information should be sent to Barbara K. Corvey, District Director of Personnel Services, Dallas County Community College District, 701 Elm St., Suite 600, Dallas, TX 75202-3299.

Nominations and applications will be accepted until the position is filled. However, the Search Committee will begin to review applications on September 15, 1992. Candidates cannot be guaranteed full consideration if materials are received after that date.

Minorities and women are strongly one ouraged to apply. DCCCD is an LFO/D/AA Employer

PRESIDENT American Baptist College Nashville, Tennessee

A president is being sought for historically African American, Baptist affiliated, coeduca-

tional, Bible college. ideal candidate must be able to demonstrate experience or ability to expand enrollment, to strengthen academic programs, and to garner

support from both the church and secular publics. In addiion, candidate should be an accomplished speaker, demonstrated administrator, and of good character and integrity. Candidate must possess theological training and a master's degree, or its equivalent; an earned doctorate is preferred. Starting date January 1, 1993.

Send nominations and applications by September 1, 1992, to Chairman of Search and Selection Committee, American Baptist College, P.O. Box 24463, Nashville, ennessee 37202-4463.

Addiant Professor. Send a letter of application, via, and three letters of reference in the program of the prog dis Mol.). AAFOR.

Sudest Activities: Assistant Director, Student employees and budget administration activities and College Center, Postde Activities and College Center, Postde Frenound Services referred, 2 years
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Student Services: Non-Traditional Student Coordinator, Eastern Washington Univer-uity is acception applications for this fall-

#### DIRECTOR FINANCIAL AID

illinois institute of Technology, located three miles south of Chicago's Loop, is seeking a talented, committed and experienced individual to direct our Student Finance Center, including administration of creats loops and extracts. Student Finance Center, Including administration of grants, loans and student employment. The successful candidate should have significant management-level financial aid experience in a University setting. Must be familiar with federal and state financial aid programs and have knowledge of PC and mainframe systems, FAMS, dbase ill and IV preferred. Supervisory experience required. Strong student service orientation a must. Some undergraduate admissions experience desirable.

if you want to play a critical role in a dynamic urban university, send resume to: Office of Human Resources, Illinois Institute of Technology, 3300 South Federal, Chicago, IL 60618. Illinois Institute of Technology is an equal opportunity, affirmative action employer, M/F/H/V.

#### St. Joseph Institute for the Deaf PRESIDENT OF THE INSTITUTE

St. Joseph Institute for the Deaf is seeking a dynamic, inspired leader with proven abilities in fund raising, public relations, and staff development to assume the challenging role of President of the Institute. While this position is externally focused, it is also accountable for

Primary responsibilities include: creation and implementation of a development plan involving the annual fund drive, special events, corporate gifts, direct mail appeals and planned giving programs. Effective use of progressive management practices to facilitate staff growth and guide the Institute toward beginning the "Best in the Business". Participation in the construction and execution of a strategic business plan.

Success in this position requires: an advanced degree in business, education or equivalent experience; significant responsibilities and accomplishment in a non-profit management capacity with minimum budget responsibility of \$500,000. Proven track record in all phases of development including a working knowledge of foundations and grant writing. Personal ability to access decision makers and community leaders is essential. Effective communication and interpersonal skills are a must. Familiarity with hearing impairment is a plus. Sensitivity to handicapped persons is a requirement.

If you are a high achiever looking to make a valued contribution, we may have the opportunity that holds the rewards you are seeking. Please send resume with salary history in confi-

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#### Senior Vice President for Academic Affairs and Provost

The Ohlo State University Invites numinations and applications for the position of Senior Vice President for Academic Affairs and Provost. As the chief academic officer of the university, the Provost reports directly to the President and has primary responsibility for instructional and faculty affairs.

Candidates must have a doctoral degree (or the equivalent) and a record in teaching, research and service that would qualify them for a tenured appointment at the rank of Professor in one of the academic units of the university. They also must have a demonstrated commitment to promoting excellence in teaching, research and service and to achieving ethnic, gender and cultural

The university seeks candidates who will provide effective leadership for a diverse faculty, staff and student body within the consultative traditions of academic governance. Experience as an academic administrator is preferred, although relevant non-academic administrative experience also may be con-

Nominations and applications should be submitted to: Paul Allen Beck, Chair, Provost's Search Committee, 210 Bricker Hall, 190 North Oval Mall, OSU, Columbus, OH 43210.

Applications must include a letter of interest, a curriculum vitae and the names and addresses of at least three references. To ensure full consideration, applications and nominations must be received by September 1, 1992. The Ohlo State University is an Equal Chapertonity, Allitmative Action Employer Qualitied washen, minurities, Vietnam-era weterans, ilisabled veterans and individuals with disabilities are encouraged to apply.

## University of California, Los Angeles

**PROVOST** 

**COLLEGE OF LETTERS AND SCIENCE** 

UCLA invites nominations and applications for the position of Provost of the College of Letters and Science. The Provost is responsible for the academic and administrative operations of the College, which includes the Divisions of Humantities, Life Sciences, Physical Sciences, and Social Sciences; the Honors Division; certain research units and interdisciplinary programs; and the campus's undergraduate academic support programs. With 988 faculty, 20,915 undergraduates, and 3,228 graduate students, the College is UCLA's largest academic unit.

The Cobege is UCLA's largest academic unit.

Reporting to the Senior Vice Chancellor, the Provost supervises the College budget, resource allocation to the College's Deans, faculty review and development, as well as development of College programs. Applicants should have administrative and teaching experience, preferably in a research university, and academic qualifications appropriate to the rank of full professor in the College, familiarity with the University of California is desirable, but not essential. Salary will be commensurate with background and experience.

Please send nominations or letters of application and curriculum vitae by September 30, 1992 to:

c/o Ms. Connie Chittick, Office of the Chancellor University of California Los Angeles, California 90024

UCLA is an Equal Opportunity, Affirmative Action Employer

time, twelve-month positice available Octuber 1, 1992. Responsibilities: Fluctions as university's listing of or non-traditional students; provide information and referral flux scadenic and vocational sounseling; for scadenic and vocational sounseling; and scitivities; stabilish network or internal conditions and stivities; stabilish network or internal conditions and scitivities; stabilish networks or internal scale of reference with non-traditional students or speciation, related and scitivities; stabilish networks or internal scale of reference with non-traditional students of speciations will be an August 21, 1992 and will continue until position is suffered. Submit letter of applications, risunds and flux conficulties in speciation of rendering continues; continues; continues, the submit selection Committee, Office of Human Resources, MS #114, Eastarn Washington University, Chenny, Washingt

#### **Vice President** For Patient Care And Physician-In-Chief

The University of Texas M. D. Anderson Cancer Center in Houston, Texas, is currently recruiting to fill an opening for Vice President for Patient Care and Physician-in-Chief.

Qualified applicants must be board-certified in a medical discipline related to oncology and must have demonstrated leadership in oncology research and clinical care. Previous administrative experience in academic medicine is preferred.

Interested applicants should send a letter of application and curriculum vitae to: Charles B. McCall, M.D., Vice President for Patient Affairs, Chairman, Search Committee, Box 111, UNIVERSITY OF TEXAS M. D. ANDERSON CANCER CENTER, 1515 Holcombe Blvd., Houston, Texas 77030. Equal opportunity/affirmative action employer. Smoke-free



#### ASSISTANT VICE PRESIDENT STUDENT LOAN OPERATIONS

A premier student loan organization is seeking an aggressive individual to interpret applicable Federal and State legislation and regulations concerning the Guaranteed Student Loan Program, and to direct loan guaranty operations including application processing, confirmation and reconciliation processes. The successful candidate with laws an appropriate four-year degree with a minimum of five years' experience with Guaranteed Student Loans.

We offer a competitive salary and excellent fringe benefits including paid health, life, dental and vision insurances, and a modern challenging work environment for immediate, confidential consideration, send your résumé and salary history to The Chronicle of Higher Education, Box 46-101.

EOE M/F/V/H

cupancy in 1993. Qualifications: A Master's degree in atudant personnel sarvices or related area in required; an earned decirate is preferred. Candidates must have had a minimum of five years' full-time extensions are an edicitivation of such as the control of the pears' full-time extensions are an edicitivation of such as the control of the control

community college in a student possibilities in required; an earned decigate in a negative; an earned decigate in a negative; an earned decigate in a negative; an earned decigate in a negative control for years? full-time experience as an administrator of student record many of the years? full-time experience as an administrator of student record at a community college. Freference will be given to individuals who have worked at a community college, including teaching. The stated and date must have a professional record that demonstrates creative solutions and the ability to develop and work as part of a team. Responsibilities: The Dean is the chief officer for student services reporting to the President. The Dean administers the counseling, administers and student racking function. Compensation: The beganning state is September 15 or as a song thereafter as possible. Applications will be considered beginning August 17, Application Deadlinet Applications will be considered beginning August 17, Application of Deadlinet Applications will be considered beginning August 17, Application Deadlinet Applications will be considered beginning August 17, Application Deadlinet Applications will be considered beginning August 17, Application Deadlinet Applications will be considered beginning August 17, Application Deadlinet Applications will be considered beginning August 17, Application Deadlinet Applications will be considered beginning August 17, Application of Committee, Department of Drama, Dartmouth College, 6204 Hopking Center, Harmouth College, 6204 Hopking are encounted to Dean Alicia Liss, Chairwomas, Dean's Search Committee, Warren County Community College, Route 57, Box 55A.

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**PRESIDENT** 

**Plymouth State College** of the

University System of New Hampshire

The Search Committee invites nominations and applications for the position of President, for appointment preferably in April 1993. Plymouth State College is a separately located campus of the University ystem of New Hampshire. The College is situated in Plymouth, New Hamp-hire (population 6,000) in the central lakes/White Mountain region of the

Plymouth's total enrollment of 4,300 includes graduate and undergraduate students in Liberal Arts, Business, and Education programs, and offers associate, baccalaureate, and master's degrees. The College is governed by a 25-member Board of Trustees with a Chancellor responsible for coordination of policies and programs among the five major units of the University System. The President is the chief executive officer of the College, and a member of the University System Board of Trustees. In cooperation with the Chancellor, and under policies established by the Trustees, he/she is responsible for the general administration and management of all aspects of the instructional, research, and service programs of the institution.

Candidates should be established members of the higher education com-munity, with an earned doctorate, collegiate teaching and administrative experience. Special consideration will be given to interpersonal and commu-

The successful candidate will provide the College with stimulating intellectual leadership and a broad appreciation of the educational and public service missions of the state colleges. PSC is an AVEEO employer and actively seeks women and minority candidates.

Applications with credentials and references must be received no later than October 15, 1992. Communications should be addressed to:

John P. Clark, Executive Secretary Presidential Search Committee Speare Administration Building Plymouth State College Plymouth, NH 03264

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Augustana College

Augustana College invites nominations and applications for the Office of President of the College.

Augustana College is a four-year residential liberal arts institution affiliated with the Evangelical Lutheran Church in America. It seeks to carry out a program of education in the liberal and applied arts within a Christian context.

The Board of Regents is responsible for the selection of the President and is seeking a person of academic experience with a sense of commitment to the academic and religious purpose of the color communent to the academic and religious purpose of the college. The President is expected to be a person of integrity, of dedication to a high quality educational program and with a gift for academic leadership. Experience in classroom teaching and academic management is desired including skills in interpersonal relationships and organizational leadership. The President is expected to be a participant in community life. An earned doctorate

All nominations should be in the hands of the Search Committee prior to October 15, 1992.

minations, applications and inquires should be directed to: The Presidential Search Committee Mr. Russell Greenfield, Co-Chairman Augustana College 29th & S. Summit Avenue Sloux Falls, SD 57197

Augustana College
Saus Pella, South Dahou 17 197



#### EXECUTIVE DIRECTOR

Albany-based not-for-profit.

State membership association is seeking experienced CEO or equivalent with demonstrated development, program management, flecal, and public rotations skills. Exceptional communication skills are required, along with experience working with government and agency people. Knowledge of Alternative Dispute Resolution is important, Qualified applicants must have a minimum of a 4 yr. degree, advanced degree is professbly. Salary range is \$38,000.\$40,000 plus fringe benefits. Send résumé and references by August 12, 1992 to:

Kyle B. Blanchfield, J.D.
Precident
NYS Association of Community Dispute Resolution Centers Inc.
P. O. Box 184
Clayton, New York 13624

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heairs: One-year, full-time subbatical re-lacement 1993-1994 for a theater general-is at the assistant professor level to teach our courses and direct one production, successful candidate will have strong rounding and undersmadast teaching ex-erience in critical and bistorical anglysis, a woll as directing credits, preferably in a boral arts undergraduate curriculum. Ex-struction in properties of the properties of the structure of the properties of the properties of the structure of the properties of the properties of the pro-sertion of the properties of the properties and the pro-sertion of the properties of the properties of the pro-terior of the properties of as directing crisms, preferably in a rist undergraduate curriculum. Bi-in age. Western performance i radi-luted, Ph. D., required. Send cover surrie, graduate and undergraduate pts, and three letters of recouncia-by September 30, 1991, to Dorothy, September 30, 1992, to Dorothy, and Marshall College, Lancaster, yanja, 17604-3003, Franklin and il College 15 an affirmative action

mental productions; must be able to coordinate and teach in Foreign Study Program in London; potential responsibility for Modern Drima course cross-listed with Comparative Literature. Competence in non-wastern theare belieful but not required. Qualifications: Ph.D. or equivalent; significant echolarly publication; substantial record of teaching and playwriting or play direction. Appointment available as early as September, 1993. Send letter, résumé, and names and phone numbers of references to Chair of Scholar/Historian Search Committee. Department of Drams. Dartmonth College, 6304 Hopkins Center, Hanover, New Hampshire 07753-3399. Review of applications to committee is an AA/HOE. Women and misorities are encouraged to apply.

**PRESIDENTS** 

St. Louis Community College

St. Louis Community College at Forest Park

St. Louis Community College at Meramec

The Board of Trustees and the Chancellor of St. Louis Community College Invite nominations and applications for the position of President of St. Louis Community College at Forest Park and President of St. Louis Community College at Meramec.

munity College at Meramec.

St. Louls Community College is a public multi-campus two-year institution consisting of three campuses, three education centers, and a central administration office. The district includes the city of St. Louis, St. Louis County, and a small portion of two adjoining counties with an approximate population of 1.5 million. Approximately 33,000 students per semester are enrolled in more than 100 college transfer, career, continuing education, and customized training programs. The district has an annual budget of approximately \$80 million, employs approximately 1,330 full-time faculty and staff, 1,400 part-time faculty and 700 part-time staff. St. Louis Community College is a member of the League For innovation in the Community College.

The Forest Park campus, located in the City of St. Louis, serves approximants.

The Forest Park campus, located in the City of St. Louis, serves approximately 7,500 students per semester and employs approximately 375 full-time faculty and staff and over 900 part-time faculty and staff.

The Meramec campus, located in St. Louis County, serves approximately 14,800 students per semester and employs approximately 428 full-time faculty and staff and over 1,300 part-time faculty and staff. The President of each campus is the chief executive officer and academic leader of the campus and reports directly to the Chancellor. **Position Profile:** 

Position Profile:

Any combination of education, training, and experience that provides the required knowledge and abilities. Master's degree from an accredited institution, a doctorate degree is preferred. Seven (7) years of full-time experience including five (5) years of progressively responsible higher education administrative experience in curriculum development and administrative experience in curriculum development and administration of educational programs, with particular knowledge and experience in the areas of traditional and non-traditional education; academic affairs, student services and educational innovation, four years of college level teaching experience desired.

Evidence of successful leadership in instruction, program development and student services.

Exhibit a devotion to excellence in research and teaching.

Understanding of and commitment to the philosophy and mission of the comprehensive community college.

Understanding of and experience with strategic planning, financial management and proven ability to work with schools and colleges, business and industry, governmental agencies and community groups.

groups.
• A demonstrated capacity for creative and resourceful management

A demonstrated capacity for creative and resourcerul management and leadership.
 Superior communication, critical thinking, and team building skills.
 Sensitivity to the needs of a diverse campus community.
 Demonstrated skills in fiscal planning.
 Experience in employee contract administration.
 Demonstrated commitment to student concerns.
 Sensitivity to multicultural issues and demonstrated evidence of support for cultural diversity and affirmative action, equal educational concerturity programs.

Interested persons meeting the requirements of the position profile should send letters of application, including complete résumés plus three (3) letters of reference to Doris D. Eldridge, Associate Vice Chancellor for Human Resources, 300 South Broadway, St. Louis, Missouri 63 102. Application deadline is September 18, 1992. Starting date is january 4, 1993.

St. Louis Community College, as an equal opportunity employer, encourages the candidacies of minorities and women.



#### College of The Albemarle

President

The Board of Trustees of College of The Albernaric invites nominations and spplications for the position of President of the college.

Chartered in 1960, College of The Albernaric was the first community college in the North Carolina Community College System. It is a public two-year comprehensive institution providing adults in the seven-county Albernaria region with convenient, quality learning opportunities and is accredited by the Southern Association of Colleges and Schools. The main campus is located on a 40-acre treet on U.S. Highway 17 north of Hiszabert City, N.C. Additional feelines are located at the Data County Communication of Colleges and Schools. on U.S. Highway 17 north of Hisraboth City, N.C. Additional facilities are located at the Dare County Campus in Manteo, N.C., and in Edenton, N.C. Specialized training programs, literacy education, and adult interest courses are available at locations throughout the service are in rural northeastern North Carolina. The college employs 123 full time faculty which serves approximately 1,700 students in 47 college transfer, technical, and vocational programs.

It is pinferred that the successful candidate possess an eamed doctorate with corresponding experience in higher education. Credentials should reveal senior level administrative experience, proven ability to work with faculty and staff, local

corresponding experience in higher equation. Creaminate and in reversible to level administrative experience, proven ability to work with faculty and staff, local sovernment, business, industry, community groups and political leaders; superior communications shills a commitment to shared academic envertences experience. in long-range and strategic planning including financial planning, budget admin-istration, and facility needs; and an understanding of and commitment to the philosophy of the comprehensive community college.

Nominations and applications will continue to be received until the position

submissions are encouraged prior to August 31, 1992. To obtain an application packet, please call (919) 335–0821, ext. 262. Requests for further information may be directed to The Presidential Search Committee, P.O. Box 772, Hitzabeth City. N.C. 27907-0772.

College of The Albemarie is an Equal Opportunity/Affirmative Action Employer

Savannah State College

**RULLETIN BOARD: Positions available** 



#### Savannah, Georgia PRESIDENT

The Board of Regents of the University System of Georgia and the Presidential Search and Screen Committee of Sevenants State College invite nominations and applications in the position of president. The president serves as the chief executive officer and is approached to the college. The president separate of the College. The president separate of the College. The president will summer office on April 1, 1983 or as sum as possible thereafter.

reports to be senting and the senting and the

Among the qualifications and abilities desired in the person chosen as President are: Estand doctorate or appropriate terminal degree and ovidence of scholarly achieve-

• Teaching and administrative experience at the college or university level; equivalen experience considered

excitance of successful operational administrative skills in financial management, long-range planning, resource development and assessment of culticational programs and community needs

• Demonstrated loadership abilities and clear vision of the direction of higher educa-

tion in the 21st contary

• Ability to represent the institution and communicate affectively with constituents
elasticized, smottened, and othical qualities which command respect

Konicalious are encouraged and should include current titles and addresses of nontress. Kominations should be postmarked to later than September 30, 1992. Applications consisting of a resumé with nances, addresses, and taleptone numbers of the
professional references should be postmarked to later than Ca taken 30, 1992. Letters of
commandon and application should be notified to.

Dr. J. Allon Zaw, Sr., Chair Presidential Scowth and Serven Committee Post Office flow 20173 Swannah Sian Collego Savannah, Georgia 41414

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#### **PRESIDENT**

KNOX COLLEGE

Knox College is a private, four-year, independent, co-educational, residential liberal arts college with approximately 1,000 students and 80 full-time faculty members. Knox, founded in 1837, is located in Galesburg, illinois, equidistant from Chicago and St. Louis St. Louis.

The President reports to a self-perpetuating Board of Trustees. The president is the chief executive officer of the College and has full administrative authority, subject only to the approval and direction of the Board. Candidates for the presidency of Knox should anticipate devoting substantial time to fundraising.

The College will give preference to candidates with the following qualifications: academic distinction, prior successful experience in administration, effectiveness at and entitusiaem for fundraising, an appreciation for the special defind characteristics of the private liberal arts college, and a commitment to diversity. Applications and nominations should be mailed to:

> Presidential Search Committee Knox College Galesburg, IL 61401 309/343-0112

For full consideration, applications and nominations should be received by September 30, 1992. Knox College is an Equal Opportunity Employer

cried. Clotine date: Open until filled. Saiary competitive. Starting date August of
192. Seed three (3) current letters of refertion, francripts and resume to Mr. Arthur
it. Polard, Employment Manager, Alaham State University, Montgomery, Alaha

Desions/Adesistration: Phillips Graduate content in wise nominations and applications for a position at D. Min. Director. The Director will administer the D. Min. promine and teach up to three courset. Application must have completed a D. Min. or other dectored degree (e.g., Fr.D., Th.D., Th.D., Th.D.). Theo.) In practical directory or a related that Applicants must have extensive exprises to minimum have extensive exprises to minimum have extensive exprises to minimum have extensive exprises the presence will be given to orthogod candidates with supervisory and technical applications with supervisory and technical applications of the presence of

**EXECUTIVE DIRECTOR** 

#### THE CORPORATION FOR RESEARCH AND EDUCATIONAL NETWORKING

The not-for-profit Corporation for Research and Educational Networking, "CREN", was formed in 1989 through the merger of BITNET and CSNET, and provides simple to use, low cost network capabilities to education. With cooperating networks abroad, CREN forms a logical network linking millions of students, faculty, and staff at 1500 institutions in 47 countries. Rapid growth in the domestic K-12 community is being pursued. The Network Operations Center is currently located in Washington, D.C.

Due to growth, CREN needs a full time Executive Director, who will be the chief operating officer, and will report to the Board. The Executive Director will have marketing experience, be broadly familiar with networking, be energetic and entrepreneurisi, and demonstrate leadership. SPECIFIC RESPONSIBILITIES

 Develop and implement strategic and business plans for CREN
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Those interested should reply promptly to: MICHAEL LUSKIN
BEAVER HILL SOUTH 400
100 WEST AVENUE
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#### College President

PERALTA COMMUNITY COLLEGE DISTRICT

Merritt College Oakland, California

\$75,583-\$84,975 Per Year Starting Date January 4, 1993

PCCD invites applications for the position of College President. Merritt College operates on a "semester" system with an enrollment over 6,000 students each term.

Possess a Master's degree and one year of formal training, internship, or leadership experience reasonably related to the administrative assignment of President. Ph.D. is desirable.

Apply by September 15, 1992. Later applications may be considered until a candidate is selected. Obtain an application and job description from the District Personnel Office, 353 East 8th Street, Oakland, CA 94606 or call (510) 468-7297. AA/EOE.

#### **EXECUTIVE DIRECTOR**

The Executive Director is responsible for the overall operation and managerment of the facilities, programs, and staff for the California Association for Bilingual Education (CABE). The Executive Director shall implement policies established by the Board of Directors, assure the financial solvency of the agency, maintain its non-profit satus, arrange appropriate fund-raising activities, and develop public and community relations with members from business, the media and other external groups.

Duties and Responsibilities Under the direction of the President and the Board of Directors, the Executive Director has the responsibility to:

Negotiare and recommend contracts
 Develop, implement and assess projects and programs
 Communicate with CABE membership and individuals from the pri-

vate and public sector
• Act as advocate before large and small groups to promote CABE's

mission and goals

Assist Board in developing strategic plan every two years

Collaborate with scholars and researchers in the field to develop ideas for CABE programs and projects

Provide guidance and leadership to the Educational Director in developing, implementing and evaluating Board approval projects and programs

grams

Supervise and evaluate all staff members

Conduct fund-raising and related public relations activities

Qualifications

Commit to the mission and goals of CABE
 Document administrative and managerial experience.
 Possess oral and written skills necessary to address external organizations relative to the goals of CABE
 Observations with committee of the contractions.

Operational experience with computer software
 Operational experience with computer software
 Bilingual and Biliterate in Spanish and English (preferred)
 Demonstrate experience in securing funding from private, corporate, or government sources
 Have the interpersonal skills required to establish good working relations with the officers, members, volunteers, staff of, and all others affiliated with the operations.

Education and Experience

Bachelor's Degree and related experience (required)
Master's or other advanced degree in related field (preferred)
Knowledge of current research, credentailing requirements, and practices
in bilingual education
Knowledge of current educational reforms and innovations

Commensurate with experience and qualifications. An attractive fringe ben-

efit plan is also included Work Year and Location

Full time, twelve mouths a year with vacation time accrued at the rate of one day each month—Southern California. Application Procedure

Applications accepted until September 1, 1992 to include:

Letter of intent
 Vita including background, educational experiences and achievements
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 Confidential file forwarded by a university at the request of the applicant or three letters of reference, from the sources, not to be included in the

Mailed to: CABE Attention: Screening Committed 320 West G Street, Suite 203 Optario, CA 91762

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## Formal Portraits of Life in Small-Town America

EOPLE HAVE ALWAYS DOCUMENTED the turning points of their lives: births, christenings, first communions, graduations, weddings, deaths. For much of the twentieth century, this documentation frequently included a trip to the local professional photographer for a formal portrait. These events in the lives of the residents of Granger, Texas, were recorded by Jno. P. Trica, the community's only full-time photographer from 1924 to 1955.

Granger, a small rural community in the rich blackland terrain of the state's central region, is both typical of small Texas towns and unique in its specific story. In the first half of the twentieth

century, and especially the 1920s and 1930s, small Texas towns experienced severe economic changes and cultural conflicts. Problems experienced by agricultural communities relying upon the the sole crop of "King Cotton" as well as the transition from an economy based on the railroad to one based on the automobile are two chapters told most poignantly in the story of Granger. In addition, all the major cultural groups of Texas-Southern Anglos, blacks, Hispanics, and communities made up of European immigrants—existed in close proximity in Granger and experienced all of the intercultural tensions that peaked in the 1920s. The resulting segregation between the major racial. ethnic, and religious groups in the town was another typical experience of the Texas small town.

What makes Granger's story unique, however, is its large Czech community and the fact that Jno. P. Trlica, the community's sole full-time photograph-

er, as a first generation Czech Texan, was part of a marginal subgroup himself and therefore had access to all the subgroups of Granger. Trlica recorded the business and social activities of the town of Granger, and he was especially devoted to his own culture, the Czech society in Texas, intentionally documenting its groups and social events. In addition, he quite unobtrusively and steadfastly resisted the pressures of racism by opening his portrait business to all segments of society. While other businesses in Granger were segregated, refusing to serve blacks and Hispanics, the Jno. P. Trlica Studio may have been one of the few places in the town where all cultures crossed paths. His portraits remain today as a reminder, not just of the privileged classes, but of all the people of Granger and the surrounding countryside, as well as of a time in photography's past when the posed studio portrait was a significant part of life in small-town

The text above is by Barbara McCandless, assistant curator of photographs at the Amon Carter Museum, Fort Worth. It is excerpted from Equal Before The Lens: Jno. Trica's Photographs of Granger, Texas, published by Texas A&M University Press. Copyright © 1992 by Barbara McCandless.



## Governors' Panel Urges 2-Year Colleges to Strengthen Job-Training Programs

By KIT LIVELY

PRINCETON, N.J.

A committee of governors last week called on community colleges and technical schools to take a more active role in belying adults improve their job skills hroughout their careers.

The call came in a report issued here at the annual meeting of the National Governors' Association. In addition to calling for change, the report cited college programs that it said were good models for what other states should set up.

for example, the governors praised a program in Kentucky that guarantees to employers that graduates of technical and alkid-health programs are competent in creatin skills. And they pointed to the lowa's community-college system's work with the state Department of Economic Development to provide customized training for companies.

Governors said such programs were seeded to help the nation's economy.

"Eighty per cent of the jobs that are going to be created over the course of the next 10 years are going to require some schnical training, and one-third of them tawn't been thought of yet," said Wisconsin Cov. Tommy G. Thompson, a Republican who led the committee that wrote the report. "You also realize that our adult workers are going to change jobs five to seen times in their adult lives."

Thereport was one of three produced by committees of governors working on aspects of the national education goals they developed in 1990 with President Bush.

The committee that wrote the report induded 11 governors and five corporate executives. The report said that good programs to promote job skills stressed qualiby education for students of all abilities. For example, a Wisconsin program will

administer "gateway" tests to help 10th graders decide whether to enroll in college-preparatory programs, technical preparation, or youth apprenticeships for their last woyears of high school. The tests must be a place by the 1995-96 school year.

ladiana offers a compact to tow-income dishi-graders: If they stay in high school, say off drugs, get good grades, and apply formancial aid, they can receive a full ride formur years at a state-supported college.

#### links in a Lifelong Chain

The governors were mainly concerned with improving the outlook for students who don't plan to attend college, although they also discussed the needs of adults steking to make up basic skills they missed in high school or train for better jubs.

The governors also devoted some attention to four-year colleges as links in the filling education chain.

they talked about providing a "seamss" education continuum that would encoange more students to enter postseconary education by giving them the skills
to succeed at that level and by coordinatingrequirements so they can transfer easily from technical programs to community
colleges to four-year institutions.

This whole thing needs to be flexible, with bridges that cross instead of having dealend streets for some of our population when we have a superhighway for others," said South Carolina Gov. Carroll A. Campbell, Jr. "You have got to build the most streets and build the opportunities." The governors' report sharply criticized to current assemblage of postsecondary

education and training programs as "vast, but fragmented," saying it "provides services of erratic quality" while often "not meeting the needs of the economy, employers or individuals."

#### 'People Are Befuddled'

Correcting those problems, the report said, means persuading programs to teach what businesses and students want and making it easy for students and employers to understand what programs offer.

"A lot of people are befuddled by the system now. They don't know what's available," said Gov. William F. Weld of Massachusetts, a committee member.

The report made some broad recommendations for dealing with those problems, suggesting that states and local governments consolidate policies for work-force-training programs, that they make programs more accountable, and that they try some more-innovative approaches.

Governor Thompson said he gives vocational colleges budgetary priority because they serve such an important need for the

The report, "Enhancing Skills for a Competitive World," is available for \$18.95 from NGA Publications, P.O. Box 421, Annapolis Junction, Md. 20701.



Wisconsin Gov. Tommy G. Thempson: "Eighty per cent of the jobs that are going to be created over the next 10 years are going to require some technical training."

## Senate Gives the Supercollider's Backers a Big Win With Vote to Provide \$550-Million in Fiscal 1993

By STEPHEN BURD and KIM A. McDONALD

WASHINGTON

The Senate last week gave supporters of the Superconducting Supercollider a big win by voting to continue support for the controversial particle accelerator.

Following an month of intense lobbying by President Bush, some scientists, and contractors involved in the project, the Senate voted 62 to 32 to reject a proposal to end support for the ssc. Instead, the Senate voted to provide \$550-million for the project in the 1993 appropriation for the Energy Department.

In June, the House of Representatives voted to kill the supercollider, which the Administration estimates would cost \$8.25-billion to complete but which critics charge would be much more expensive.

Supercollider opponents said last week that the money allotted for the project could be better spent on reducing the federal deficit and on supporting social programs and other scientific enterprises with more promise of practical applications.

Sen. Richard H. Bryan, a Nevada Democrat, said, "The ssc, if it is not stopped now, will eat up dollars for scientific-research projects and leave few, if any, dollars for less costly but more effective science projects that take place in our laboratories and in our universities throughout the country."

#### Critics Say Claims Are Exaggerated

Critics also accused the project's backers of exaggerating potential scientific spinoffs. Sen. Dale L. Bumpers, an Arkansas Democrat and the sponsor of the proposal to kill the supercollider, joked that the ssc "is reputed to be a cure for cancer, the common cold, sties, corns, athlete's foot, you name it."

Mr. Bumpers said he had expected his proposal to fail because the Department of

Energy had contracts with companies in 48 states to contribute to the supercollider, making it difficult for Senators to oppose the project without being accused of putting people out of work. The department, he said, had 'learned what the Pentagon has known for 50 years and what NASA is beginning to perfect, and that is, if you

want money, contract it in 50 states."

Supercollider supporters argued that the detractors were being short-sighted and that by defeating the project, the Senate would be surrendering American leadership in physics to the Japanese and Europeans.

Sen. Larry E. Craig, an idaho Republican, said, "If this country can only fund its day-to-day operations, its day-to-day concerns, and it cannot look forward into the future, whether it is a humanitarian future or a scientific future, if we do not have the wisdom to invest for tomorrow, we will not be able to provide tomorrow the kinds of jobs and a dynamic economy that spell a successful nation."

#### Obtaining Fundamental Knowledge

The supporters also said that the scientific advances the project offers were well worth the cost. Sen. J. Bennett Johnston, a Louisiana Democrat and chairman of the appropriations subcommittee responsible for the supercollider's budget, said the supercollider was meant to unlock "the most fundamental mystery of the cosmos, what we are made of, and how these parts and forces fit together."

He added that obtaining that fundamental knowledge "has to be worth six-tenths of one per cent of the R&D budget. It has to be worth 43 one-thousandths of this year's [total federal] budget."

After Mr. Bumper's proposal failed, he offered a second one that would have killed the supercollider in a year if the President was unable to guarantee to Congress

that the project would receive at least \$650-million a year in contributions from foreign sources. The Senate voted to table the amendment.

The votes were not along partisan lines. While 24 Democrats voted to kill the project, 30 others chose to continue it. In addition, Bill Clinton, the Democratic Presidential nominee, supports the ssc.

Last week's votes put the fate of the project in a House-Senate conference committee, which will resolve differences in the two houses' bills. The conference is not expected until September.

#### Project Expected to Survive

Some Congressional aides say they expect the supercollider to survive that conference, since most of the conferees will be members of the House and Senate Appropriations subcommittees with jurisdiction over energy-research programs—the two panels that have been most supportive of the project.

If the conferees do vote to continue the supercollider, the key question will be whether the committee will provide enough money to keep the project on schedule to be completed by 1999.

Supercollider officials have hinted that they might be able to get by with as little as \$400-million. Congress would have to make up the difference in the following year, requiring an appropriation of nearly \$1-billion—an unlikely amount, given concern among lawmakers over the growing federal deficit.

The project could be delayed, but Energy Department officials fear that by doing so its overall costs would rise substantially. According to their estimates, the overall cost of the collider would go up an additional \$1-million for each day the project is delayed, because of the thousands of construction workers, engineers, and architects who must be kept on the payroll.

By THOMAS J. DeLOUGHRY

In its latest move against colleges with

high default rates, the Education Depart-

ment has announced that it may eliminate

65 non-profit institutions from all federal

Eight of those institutions and five that

are not among the 65 face separate sanc-

tions that could bar their students from re-

ceiving loans. Students attending colleges

in this second group could continue to re-

ceive Pell Grants and other types of aid.

provided that the colleges are not in the

Officials at the institutions said last week

that the policy of holding colleges respon-

sible for the actions of their former stu-

dents was unfair. Many vowed to fight the

sanctions, which, they said, would hinder

their efforts to educate disadvantaged stu-

dents who rely on federal aid to pay their

The department released the list of insti-

lutions at a news conference at which it

reported the 1990 student-loan default

mes for 12,469 institutions. The 1990 rates

represent the percentage of an institution's

former students who were due to begin re-

paying their loans that year, who were in

For-profit trade schools far outnum-

bered non-profit institutions on the lists.

Four hundred ninety-three trade schools

re in danger of losing all federal aid, and

The possible sanctions are the result of

efforts in the past few years by Congress

and the Bush Administration to limit the

cost of defaults on Stafford Loans, Supple-

mental Loans for Students, and Parent

A 1990 budget law said that institutions

that have former students who have de-

fault rates above 35 per cent for three con-

secutive years should be eliminated from

A 1989 regulation from the Education

Department set a schedule for decreas-

ing the default rates over several years.

and required that all types of student aid

be stopped to institutions that did not

default rates could not be above 55 per

cent, that institutions with rates above

Oper cent must have reduced their rate by

5 percentage points from the previous

The 65 non-profit institutions that the

Education Department said were violating

the regulation include 13 colleges and

vocational-technical schools with rates

wove 55 per cent. Twenty-four of the in-

stitutions had rates above 40 per cent in

1989 and failed to reduce them by 5 points

The remaining 28 non-profit colleges

were put on the list because their rates had

Amped above 40 per cent in 1990. Under

the department's regulation, an institution

above 40 per cent must have had the re-

quired five-point drop, and cannot have

In many cases, institutions that had 1989

default rates that were comfortably below

40 per cent are now in danger of losing

digibility for all aid. Douglas MacArthur

State Technical College, for example,

Went from a safe level of 10 per cent in 1989

lo 41 per cent in 1990.

had any increase above its 1989 rate.

This Catches Us by Surprise'

comply. The regulation said that 1990

108 could lose eligibility for loans.

Loans for Undergraduate Students.

the loan programs.

default by the end of 1991.

student-aid programs.

first group.

### Bush Education Record Praised by Some on Campuses, but Many More Are Critical

Continued From Page A19 with, rather than an issue to do anything

Mr. Smith, a former Republican Congressman from Vermont, says Republicans and Democrats alike deserve blame for playing politics with education. "The failure to legislate and the failure to lead can be laid at the doorstep of political standoff." he says.

Others suggest that the standoff exists, in part, because the President is more in-

"To give high visibility and high priority to the so-called chilling effect of political correctness puts universities in a weak, vulnerable, and

terested in serving his political constituencies than in reforming education.

compromised position."

A prime example, these critics say, has been the President's insistence on a "school choice" plan that would allow families to use government aid to attend either public or private schools. These critics maintain that the President's stubborn support for the idea has played well among religious conservatives, but has stalled his entire package of education reforms in Congress.

#### 'Educational or Political'

Says Robert L. Albright, president of Johnson C. Smith University: "When you look at where he places his priorities, you have to worry whether it's an educational message he's trying to send or a political message.'

Education Secretary Lamar Alexander rejects such criticism. "We're not interested in having a political issue," he says. "All you've not to do to not have a political issue is pass our bill, and it's been up there for 1.200 days.'

He argues that school choice is a crucial component of the President's plan because it promises to give low-income families the same ability to select schools for their children that wealthier Americans now enjoy. He also says that a compromise between the Administration and Congress on school reform is not as easy as the critics

"What the President has asked Congress to do is so radically different from anything Congress or its special-interest allies are prepared to do that either we have to just give in to them or we have to build a coalition in communities across this country that will demand the President's agenda-and that's what he's doing over the long term," Mr. Alexander says. "If we have four more years, we can wear everybody out and we'll get

#### Disappointed by Budget Requests

Within higher education, many college officials contend that the new law governing student aid and other programs was approved despite the President's policies, rather than because of them.

Those critics also have been disappointed with the President's annual budget requests, which generally have sought to hold level the government's spending on student-aid programs. They point out that the Administration would have raised the size of Pell Grants by dropping 400,000 students from the program and by eliminating or slashing other programs, including College Work-Study and Supplemental Educational Opportunity Grants.

"In terms of the higher-education scene, it's kind of: 'Where's the beef?' " says Robert H. Atwell, president of the American Council on Education. "They had several things they were against, but they never weighed in with anything positive."

Secretary Alexander says the higher-education bill was a matter of compromising to get the legislation passed. "Of course it's going to come out to a greater extent the way the Democratic members wanted it to, because they've got control of the Congress," he says.

Nevertheless, the Secretary says, the President should be given credit for several measures, including those that will extend aid to less-than-half-time students and authorize "Presidential Access Scholarships" for Pell-Grant recipients who have done well in high school.

Several college leaders contend, however, that the most troubling aspect of the Administration's higher-education policy making has been its willingness to inject race into the debate.

James E. Cheek, a former president of



Guadalupe C. Quintanilla: "He has motivated hundreds and perhaps thousands of people ... to give their time, talent, and energy to improving education."

The Control of the Co



James E. Cheek: "Too much has been left to others, and the others to whom they have been left have not been on the same wavelength as the President."

Howard University and a long-time supporter of President Bush, says the Administration's stance that most race-exclusive scholarships are illegal and its attack on an accrediting commission that had sought to require colleges to promote racial and ethnic diversity on their faculties are causes for alarm.

"The whole matter of minority scholarships can be and is being interpreted as an insensitivity to the necessity of having special programs that make up for the deficits that exist in terms of educational opportunities for minorities," he says.

#### President's Staff Is Blamed

Mr. Cheek, who is chairman on the President's Board of Advisers on Historically Black Colleges and Universities, was also angered last year by a legal brief the Administration filed with the Supreme Court in a Mississippi college-desegregation case. The Administration's brief, which argued against raising state spending on black colleges to remedy the effects of desegregation, was withdrawn and rewritten after black-college officials met with Presi-

Mr. Cheek blames the President's staff for actions that he says are not consistent with Mr. Bush's personal commitment to education. "Too much has been left to others, and the others to whom they have been left have not been on the same wavelength as the President himself," Mr. Cheek says.

Mr. Albright of Johnson C. Smith University says the President is protecting his political base. "I think he's very much concerned about maintaining a strong relationship with conservatives, and therefore has allowed these things to take place," he

Secretary Alexander says the issues

were not related. The minority-scholarship issue and the original Mississippi brief, he says, were legal matters that lawyers in the Administration developed, based on their interpretation of the Constitution. He notes that at least one federal appeals court has raised questions about the legality of minority scholarships, and he suggests that the Education Department has done a service for colleges by helping them understand how to operate legal scholarship pro-

Mr. Alexander says his own fight with the Middle States Association of Colleges and Schools was not against diversity, but against the idea of having outsiders dictating college policies. He adds that black-college officials should be "delighted," because the department has made it impossible for "some self-appointed zealot to tell Howard University how many white Presbyterians need to be on its

#### Strategy Questioned

Ernest L. Boyer, president of the Carnegie Foundation for the Advancement of Teaching, says he was troubled by Mr. Alexander's fight with Middle States for another reason. He sees it as part of a strategy to portray higher education as liberal and out of step with the rest of the country. A key to that effort, Mr. Boyer says, was the President's attack on "political correctness" on college campuses during a commencement speech at the University of Michigan in 1991.

"For the bully pulpit of the Presidency to give high visibility and high priority to the so-called chilling effect of political correctness puts universities in a weak, vulnerable, and compromised position," Mr. Boyer says. "You don't see universities celebrated in any sense."

U.S. May Drop 65 Colleges From Aid Programs in a Drive Against Institutions With High Default Rates on Loans development at Douglas MacArthur State. "It's absolutely insane," he said, noting that the college had no control over the 32 former students who the government says defaulted in 1990.

> "The assumption they make, that if your default rate is high then you are an inferior institution, is ridiculous," Mr. Bennett added. He noted that his college would not be on the list if it had one fewer default among the 78 former students who were due to begin repaying their loans in

#### Not All Will Be Cut Off

William D. Hansen, Acting Assistant Secretary of Education for management and budget, told reporters at the news conference that the department stood behind its policy of holding colleges and trade schools accountable for defaults by former students.

"The institution has a very strong and important responsibility to counsel students and to look at the capability of what they can afford to borrow," he said. "They also have a responsibility to provide a quality education."

"If you are able to get a good education and good training under your belt, in most cases you should be able to get the type of

ALABAMA

**CALIFORNIA** 

Laney College

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Vocational-Technical School Control of the second of the second of the second

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your loans, Mr. Hansen added. Department officials noted that not all of

the institutions in danger of losing aid would be cut off, since the 1989 regulation allows the Education Secretary some discretion. The Secretary can allow a college to remain eligible for aid, provided it carries out a plan to discourage defaults.

The Secretary has less discretion in handling the 13 non-profit institutions that face the loss of eligibility for loans under the 1990 budget law. The department has interpreted that law to mean that an institution can maintain its eligibility if it can prove that its default rate is incorrect, or if it can show that it has decreased its default rate in the past two years and has met other standards. Those standards include a graduation rate of at least 66 per cent.

Officials with the California Community College system, which includes seven of the colleges that could lose eligibility for loans, already have battled the Education Department over default rates. Last year the department listed nine of the system's colleges among those to be terminated from the loan programs. Seven of them succeeded in winning appeals.

"We will do exactly as we did last year, and we will challenge the authenticity of the data," said David Mertes, chancellor

of the California system. "Our experience from last year is that there's a mass of faulty data that has been used,"

The Education Department also took action against 1,200 institutions that had default rates above 30 per cent. The group, which included about 220 non-profit institutions, was immediately barred for one year from making Supplemental Loans for Students to undergraduates under the terms of a 1989 budget law.

#### Rate Increased in Every Sector

Department officials reported that the overall default rate for 528,605 borrowers who were due to begin repayment in 1990 was 22 per cent in 1990, up from 21.4 per cent in 1989.

The rate increased in every sector of higher education. The rate was 7 per cent for public four-year colleges and 6.5 per cent for private four-year colleges, up from 6.2 per cent and 6.1, respectively, in 1989. Among two-year colleges, the rate was 17.3 per cent for public institutions and 18.3 per cent for private institutions, up from 16 and 15.6 per cent respectively. The rate for for-profit institutions rose to 41.2 per cent from 35.5 per cent.

Despite the higher rates for 1990, department officials said they believed the situation was improving. While they do not have college-by-college rates for 1991 and 1992, they said the government's payments on defaulted loans had declined in recent months. They estimated the bill for 1992 would be \$2.9-billion, down from \$3.6-billion in 1991.

Klamichi Area Vocational-Technical

Southern Oklahoma Area Vocational

School District

Langston University

Technical Center

SOUTH DAKOTA

#### Non-Profit Institutions Facing Education Department Sanctions

#### Kentucky Tech-Marion County Area In danger of losing eligibility for all federal aid: Vocational-Education Center Kentucky Tech-West Kentucky State Vocational-Technical School Carver State Technical College LOUISIANA Concordia College Douglas MacArthur State Technical Delta-Ouachita Regional Technical institute Evangeline Technical Institute Fredd State Technical College Sidney N. Collier Technical Institute Lewson State Community College Sildell Technical Institute Teche Area Technical institute **Shorter College** Westside Technical Institute MARYLAND **Barstow College** Sojourner-Douglass College Cañada College MASSACHUSETTS Compton Community College Roxbury Community College Long Beach City College MICHIGAN Pato Verde College Jordan College San Francisco Community College Lewis College of Businesa MINNESOTA. Twin Cities Opportunities Industrialization Center Suwanes-Hamilton Area-Vocational MISSISSIPPL Technical School West Technical Education Center Mery Holmes College Macon Technical Institute Perryville Area Vocational-Technical City Colleges of Chicago, City-Wide City Colleges of Chicago, Kennedy-King MONTANA Salish Kootenal Community College City Colleges of Chicago, Malcolm X NEW YORK Belzer Yashiva Lewis & Clark Community College State Community College of East St. NORTH DAKOTA Little Hoop Community College Standing Rock College Central Kansas Area Vocational-OHO Technical School Lawrence County Joint Vocational Saint Mary of the Plains College

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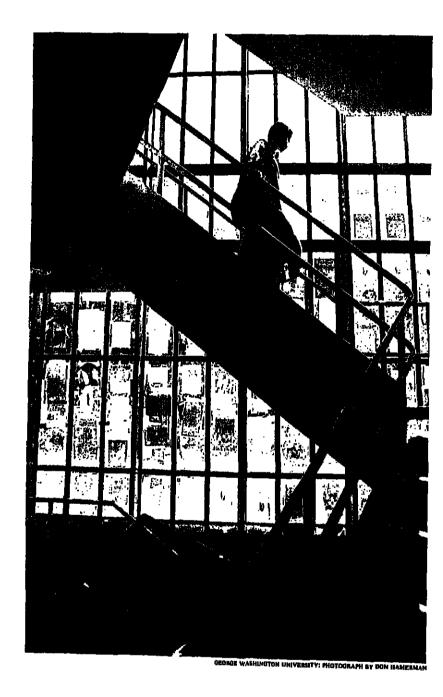
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### The Chronicle: Your Window on Academe



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### Give &Take

An investment companytrying to land new clients in the small-college market—has been given permission to survey the members of the Council of Independent Colleges on their endowment performance.

Aetna Capital Management, of Hartford, Conn., will collect information on the investment returns of the 325 small, private liberal-arts colleges in the council.

The company will then show the colleges how their overall returns compared with those reported by Actna's clients, with the Standard & Poor's 500 stock index, and with those of larger colleges.

Aetna's effort is believed to be the first major evaluation of the performance of small-college endowments. Council officials said it also exemplified how a growing number of companies were going after the small-college market.

Most colleges with endowments under \$50-million haven't yet become sophisticated investors, says Phoebe K. Huang, Aetna's director of market research.

By relying largely on bonds and certificates of deposit, she says, the smaller colleges miss out on the higher returns that could be carned by investing in the stock market, oil and gas, and other areas.

The average endowment of the council's member colleges is about \$10-million, officials said. That means about \$3.3-billion in assets could be waiting to be managed.

Concerned that some members might interpret the survey us un endorsement of Aetna, the council plans to remind colleges that Actua is not the only company that could manage their money.

Says Allen P. Splete, the council's president, "This is just a unique opportunity for the so-called experts in the field to share with those who have a need."

A foundation that typically awards grants to Protestant
students who are preparing for
careers in religion has created a
fellowship program to help
evangelical Christians enter professions in which they've been underrepresented. Once the program is in full

operation, the Mustard Seed Poundation, in Arlington, Va., expects to spend about \$420,000 a year to support 35 Christian students studying at top-rated ate schools in such disciplines as corporate law and international

Craig Nauta, a spokesman for the foundation, says the grants would give Christians a chance to pursue careers that "lack a Christian voice"-including those that many people might consider cut-throat or competitive.

The program is administered by the Christian Coffege Coalition, a Washington-based group of liberal-arts colleges. Recipients will get a \$12,000 fellowship, renewable for up to three years, and are expected to repay 25 per cent after completing their studies.

### **Business & Philanthropy**



Stanley J. Spanbauer, president of Fox Valley Technical College: "A lot of people thought It was just another project. But I think people are realizing now that it's not a fad."

Colleges Embrace the Concept of 'Total Quality Management'

By Katherine S. Mangan

POPULAR industrial-management philosophy known as Total Quality
Management is working its way into academe.

Faced with soaring operating costs and persistent public demands for accountability, a growing number of colleges and universities are turning to TQM-and its principles of customer satisfaction, teamwork, and employee empowerment—as a tool to improve how institutions are managed and, in some cases, how classes themselves are run.

"People are realizing that when we get to the other side of this recession, it isn't going to be business as usual," says Theodore J. Marchese, vice-president of the American Association for Higher Education. "We have a significant problem with public confidence and the way we use resources. People are looking for answers. and Total Quality presents itself as a possible solution."

As TQM is applied to higher education, everyone from the janitor to the president is expected to play a role in making sure that the customer-whether it's the student, taxpayer, or prospective employeris satisfied. And if something goes wrong. administrators are expected to call on a team of employees, managers, and perhaps students to examine the problem and come up with solutions.

Across the country, colleges and universities report success with the technique, even though some skeptics say Total Quality Management is just the latest jargon for the kind of collaboration and shared gov-Continued on Following Page

## Colleges Embrace 'Total Quality Management' to Deal With Soaring Costs

Continued From Preceding Page ernance that many colleges and universities have long practiced.

For example, the Rochester Institute of Technology is rearranging the structure of its College of Business to make it more responsive to students. Departments are being replaced with six curriculum committees-one for each majorand the faculty members on the committees will have more management authority than heretofore. The committees also will be developing a curriculum that better meets students' needs.

At Oregon State University, which has used TOM for the past two years, suggestions from TQM teams have helped speed turnaround time for processing students' financial-aid documents and building remodeling.

#### A Sense of Mission

On other campuses, the changes are expressed in less concrete terms, with college leaders reporting better morale and a heightened sense of the institutions' mission.

One institution with experience with TOM is Fox Valley Technical College, which began offering quality courses for its students in 1985 at the request of a local businessman and now practices TOM itself. Fox Valley has created a quality-improvement council and several teams that select problems and \_\_\_\_ through a formal process of solving them.

One challenge: come up with a Fox Valley offers a Quality Instiway to cut \$1.2-million from the tute for other colleges that may

college's \$38-million operational budget for the 1992-93 academic year. Before TOM was in effect, top administrators would have sat

"There has been a shift from individuals'

and institutions'

merely kicking the tires of TQM to actually

going for a test drive."

down and discussed "how many bodies to cut," says President

Stanley J. Spanbauer. Instead, using TQM, the teams nut together an operational plan, established budget requests, and then prioritized programs, facilities and equipment, and staff. The priorities identified by the teams were used to determine which areas could be cut.

The teams, which included cross section of personnel, carried out the plans without laying anyone off or eliminating any programs. Some employees volunteered to reduce the terms of their contracts, while others accepted shorter work weeks. "There was a lot of apprehen-

sion at first," Mr. Spanbauer says. "A lot of people thought it was just another project. But I think people are realizing now that it's not a

want to apply TQM to their campus- Quality Management so they can es. So far, it has worked with about exchange information. 100 colleges.

The TOM movement is not without its critics, particularly some who say the concept can be so illdefined that administrators have sometimes used TOM as an excuse to accomplish other goals.

At Alabama A&M University. for example, faculty and staff members became alarmed in 1991 when administrators, acting under a so-called Total Quality Management plan, began notifying departments about how many positions would be cut from each.

"We didn't want waste in our universities, but as it went on, we became more and more like a business and less like a university," says Sharman J. Humphrey, associate professor of health and physical education and president of the Faculty Senate. Since then, a new president has taken over, and the TOM plan is being revised.

Despite the skepticism, interest in TQM in higher-education circles is growing. The topic has become a staple of many academic conferences. The International Business Machines Company is awarding grants to institutions that adopt TQM practices. Two bills are pending in Congress that would establish national quality awards for higher-education institutions that practice том

In June the American Association for Higher Education started an Academic Quality Consortium that will bring together academic institutions that are using Total

panded TQM into the non-business

**Business & Philanthropy** 

academic arena, where it has proved controversial. Assume for instance, says Ken-

neth Bladh, an associate professor of geology at Wittenburg Universi-"There has been a shift from individuals' and institutions' merely ty, that the customer is an 18-yearold entering freshman who doesn't kicking the tires of TQM to actually going for a test drive," says Daniel want to "waste any time" taking Seymour, a consultant who writes courses that don't relate to his choand lectures on Total Quality Mansen profession.

Mr. Bladh says the liberal-arts university still has a responsibility to see that the student receives a well-rounded education.

'The hardest part—and I don't think we're going to give in on this—has been that the customer is right and that what the customer wants is what he should get," says Mr. Bladh, who serves on the university's Faculty Executive Board.

On the other hand, he says, it makes sense to focus on customer satisfaction when dealing with services like registration.

At Oregon State, some faculty members have extended TOM concepts into academics. Eldon Olsen, associate professor of forestry engineering, had students form a TOM team to help him improve his teaching. The team surveyed students' opinions, analyzed the data, and suggested improvements.

Most of the campuses that are "The TQM process helps me uninvolved in TQM are either offering derstand the students and what quality courses or using TQM printhey need," Mr. Olsen says. "And it changes the classroom from an ciples in business operations, such as the comptroller's or purchasing atmosphere of confrontation to one offices. Relatively few have ex- of teamwork."

Michigan State University. For the department of chemical engineering: \$1-million from the estate of Edwin

Johansen Crosby, Pitzer College, For the McConnell Center: \$350,000 from the estate of

Odell McConnell.
Purdue University. For the schools

of engineering, science, technology and management \$135,000 from Mo

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\$157,000 from the estate of Claribel

Lee Biggs.
University of Alabama. For the university libraries: \$1-million from

John and Carolyn Josey.

University of California at Davis. For the new alumni and visitors center: \$250,000 from Joe H. Morita.

University of Delaware. For a center to improve the state's public schools: \$2-million from E. I. du Pont de Nemours & Company.
University of Florida. For the College of Veterinary Medicine: \$1-million for the consequence decor

ion from an anonymous donor.

To support the doctoral studies of

University of Kentucky. For the li-

University of Rhode Island. For en-

University of Houston-Down

\$250,000 from Conoco Inc.

brary: computer equipment v \$500,000 from Lexmark Inc.

## Note

Enrollments at historically black colleges and universities increased in the 1980's, in part because the proportion of nonblack students at such institutions rose, from 14.5 per cent in 1976 to 18.5 per cent in

Those findings were released in a report from the U.S. Department of Education, "Historically Black Colleges and Universities 1976-1990." The report says that total enrollment at black colleges rose by 16 per cent from 1976 to 1990, but that most of the growth occurred from 1986 to 1990.

Black enrollment at black institutions rose 10 per cent-from 190,305 in 1976 to 210,014 in 1990. White enrollment climbed from 21,040 in 1976 to 33,722 in 1990. The proportion of all black college students who enrolled at black institutions, however, was lower in 1990 than it was in 1976-17.2 per cent in 1990 compared with 18.4 per cent in 1976.

Despite the total enrollment increase, the number of bachelor's and master's degrees conferred by black colleges has declined-16 per cent for bachelor's and 34 per cent for master's. In 1976, 6, 150 master's degrees were conferred, compared with 4,036 in 1990. In contrast to the decline in other degrees conferred, the number of doctorates climbed from 66 in 1976 to 207 in 1990.

The report also says the number of black students in graduate programs dropped by 5 per cent. but that decline was offset by large increases in the number of nonblack students who entolled in master's programs.

The report is available for \$6.50 from the U.S. Cloverament Printing Office, Mail Stop: SSOP. Washington 20402-9328. The stock number is 065-000-00511-5.

There are plenty of books that offer ideas on how to get into the right college, but now there is a book that literally explains "How to Get to the College of Your Choice: By Road, Plane, or

Kraus International Publications s releasing a series of five regional guides that provide practical aformation on how to plan a visit to a college campus.

For instance, the section on the Iniversity of Connecticut includes the name, address, and telephone number for the director of missions; how to arrange a tour of the campus; and a campus map. It also includes instructions on how to drive to the university from nearby major cities and typical discount differes from major airports to

The first guide to be released covers institutions in the Northeast and mid-Atlantic regions, including olleges in Connecticut. New York, )hio, Pennsylvania, Virginia, and Yermont. The guide for colleges in Western states is to be published in December. Other guides will be released next year for colleges in the Middle West and the South.

## **Students**



Jeffrey Lawrence, a senior at the U. of Massachusetts at Amherst: "I grew up with the gang members. They chose their way and I chose mine."

OLLEGE has become more than a place of learning for an increasing number of black and Hispanic students. It is also a safe summer haven from the dangers of inner-city life.

In the last two years more and more black and Hispanic students, virtually all of them males, have said they don't want to go home for the summer because they fear the violence in their neighborhoods. "I have been approached by several students saving, 'I don't want to go home,' " says M. Ricardo Townes, associate dean of academic support services at the University of Massachusetts at Amherst.

"I felt compelled to do something, because I don't want to lose them in the crossfire. And I don't think these young men think they are weak. They know all the ugly statistics about black-male mortality, and nobody should be surprised at bright future ahead of them.'

#### Jobs and Freedom

To be sure, many students stay on or near their campuses during the summer because they either already have a job or because it may be easier to find one where they go to college than at home. Others stay because they enjoy the freedom they have at college and don't want to go home to their parents' rules.

But for some students, safety is their main concern. In Amherst, for instance, Brian Jackson's baseball cap does not even rate a second giance. But in his neighbor-Continued on Page A29

#### RAISING MONEY

■ U. of Miami is hoping a former coach brings home the gold

■ Napa Valley wine makers help the U. of Cal. harvest \$40,000

Community college's spelling bee attracts corporate donors

The U.S. Olympic baseball team failed to win a medal in Barcelona last week. But the team's coach could still bring home the gold to the University of Miami, where he just retired From his coaching job.

With the help of Coach Ron Fra-

ser, the university held fund raisers at two of the Olympic team's exhibition games before the official games began last month.

من الدفحها .

At Boston's Fenway Park, about 90 Miami graduates attended a pregame reception when the U.S. team played the team from the Re- sored by about 40 wine makers, executive spelling bee. public of Korea. And when the most of whom had graduated from U.S. team played the Korean team the Davis campus. About 800 peo- employees were asked to donate again at Oriole Park at Camden ple paid \$75 each to feast on foods \$2,500 or \$1,750, depending on Yards in Baltimore, another reception was held for about 60 alumni, parents, and friends.

The university says the events are its first concerted attempts to like insects in the genus Phylloxebuild a nationwide program to raise ra. Wine makers in the Napa and money from alumni. The recep- Sonoma Valleys want to speed the firm, which won by spelling "ichtions, officials say, were organized research because the cost of rethylc," donated \$825 anyway. to "cultivate" prospective donors, placing the destroyed plants alnot to solicit immediate gifts. De- ready totals about \$500-million. velopment officers now plan to vis-

Several more alumni events this ing us to help solve a problem." fall. "These events are the begin- says Scott R. Carney, a spokesman to local companies. This year, offining-not the end," says Roy J. for Davis's College of Agricul-Nirschel, Jr., Miami's vice-presitural and Environmental Sciences. amounts.

dent for university advancement. "And that message is very strong "We're going to shake loose and very important." millions of dollars from alumni throughout the nation."

California wine makers uncorked some fine vintages and raised \$40,000 for the University of California at Davis for research on the insects that are destroying their grapevines.

The benefit, which was called "Rootstock" and held at a Napa Valley country club, was sponand wine of the region.

Money raised will go toward research on developing a grapevine asked to give \$825. rootstock that can resist the aphid-

"It's really positive marketing it those who attended the events. for the university, because it's a Mr. Fraser will also appear at group of the industry's leaders ask-

Monroe (N.Y.) Community getting local business execu-

Thirty-two chief executive officers and 64 employees from 32 local companies participated recently in the college's second annual

The winning team, Underberg &

been especially helpful in attracting larger corporate gifts. Last year the college raised \$30,000 through through a later fund-raising appeal

College raised more than \$51,000 in under three hours by tives to prove publicly that they couldn't spell words like "lapil-

how many spectators they had invited; smaller companies were

Kessler, received a plaque and the right not to contribute. The law

Fund raisers say the event has the spelling bee and \$60,000 more cials expect to exceed those

#### ROBERT GOULD RESEARCH al campaign: \$200,000 from Thomas FOUNDATION 3700 Carew Tower Marchall University. For programs in the arts: \$1-million from Joan C.

agement in higher education.

pioneers.

In 1991, Mr. Seymour conducted

a survey of 22 colleges and univer-

sities that had been among the TOM

The survey found that while

many of the benefits of TQM were

hard to quantify, institutions often

reported that employees felt better

about their jobs, students were

happier, and that the process had

helped to break down barriers be-

tween faculty, staff, and manage-

The survey also found, however,

that many were frustrated by the

amount of time it took to imple-

ment том. Staff members must be

trained, and decisions can take

longer to reach when they are made

by committee rather than by an in-

dividual, Mr. Seymour notes.

Controversial in Some Arenas

Medicine. For a professorship in in-ternal medicine: \$1.5-million to U. of

PRIVATE GIVING TO COLLEGES

J. E. AND L. E. MABEE FOUNDATION 3000 Mid-Continent Tower 401 South Boston Tuisa, Okia. 74103 Facilities. For a new student-activi-

ty center: \$500,000 challenge grant to JOHN D. AND CATHERINE T.

140 South Dearborn Street Chicago 60603 Research. For programs at the Henry A. Murray Research Center: \$886,700 to Radcliffe College.

STATE FARM COMPANIES FOUNDATION One State Farm Plaze Bloomington, III. 61710 Insurance. For an institute of insurance law and regulation: \$500,000 to Santa Clara U. School of Law.

TRUSLER FOUNDATION P.O. Box 704 Emporia, Kan. 66801 Facilities. For a sports complex: \$800,000 to Emporia State U.

OIFTS & REQUESTS

—For scholarships: \$1-million from each of two anonymous donors. Emerson College. For scholarships: \$100,000 from Mr. and Mrs. Norman

Bowling Green State University. For the arts campaign: \$150,000 from Harold and Helen McMaster. Colby College. For the museum of art: works of art, valued at \$10-mil-

Colorado School of Mines. For the endowment: \$3-million from Ahmed D. Kafadar. DePaul University. For scholarships: \$100,000 from Northern Trust

Bates College. For capital improve-ments: \$1-million from Jean and James L. Moody, Jr.

gineering scholarships: \$1-million from Toray Industries Inc. University of South Carolina. For a professorship in the college of business administration: \$100,000 from Frederick M. Welssman. University of Southern California.
For professorships in public administration and in law: \$1.4-million from the estates of Frances and John Dug-

university of Wisconsin-Stout. For a professorship in manufacturing engineering: \$1-million from Robert and Esther Quinn.

Western Michigan University. For scholarships: \$1.6-million from Beulah i. Kandali

Lenoir-Rhyne College. For the capilah I. Kendal).

# College Becomes a Safe Haven for City Students

Some blacks and Hispanics spend summer on campus, seeking a refuge from urban violence

By Michele N-K Collison

Students

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### Nearly Killed in a Shooting, a Queens Teen-Ager Reaches for the Chance for a Better Life in College

that nearly killed him and the surgery that saved his life.

A graduate of Springfield Garden High School in Queens, N.Y., Mr. Butler understands why some minority students choose to stay at college during the summer rather than return home, A casual conversation with another young man's girlfriend almost cost him his life last vear.

The shooting also made Mr. Butler's high-school counselor, Edmund Archibald, even more determined to get the 18-year-old enrolled in college and out of New York. Mr. Archibald says: "Michael doesn't do drugs, he's not a gang member, but he has a bullet in his shoulder."

Now that he has been accepted by the University of Massachusetts at Amherst, Mr. Butler says he has a chance at a better life. "Massachusetts is a good opportunity," he says. "I don't want to mess it up by coming home and getting shot again."

#### A Few Casual Comments

ler made to the gunman's girl- arm.' friend. Mr. Butler had been warned that the young man might attack ing from the wound and from surhim, but he didn't think anything of gery to repair the artery. Mr. Butit. Then, as he sat on a friend's ler relived the shooting over and up and down the street. Even when pidity of it. "A shooting over a

The thick scar that runs from Mi- he heard the sound of gunshots, girl," he says. "People who don't

It was only when he saw glints of light bursting from the automatic weapon that he pushed his friend out of the way and tried to run for

"As soon as I saw the light from the gun, I knew," Mr. Butler says.

"As soon as I saw the

light from the gun, I

knew. You hear shots around here all the time.

But when I saw the light, I knew they were for us."

"You hear shots around here all the time. But when I saw the light from the gun I knew they were for

As Mr. Butler turned to run into the house, a bullet slammed into the back of his shoulder and lodged in his arm, tearing an artery. "When I got shot, I couldn't be-The shooting was sparked by a lieve it," he says. "I hit the few casual comments that Mr. But- ground, but I couldn't feel my right

As he lay in the hospital recoverstoop, he noticed two men walking over again and marveled at the stu- live my life very quickly."

chael Butler's right shoulder to his Mr. Butler didn't move, because live here find it hard to believe. chest is a reminder of the bullet shots are common in the neighbor- How can anybody say, 'I gotta kill someone over a girl'?"

Although Mr. Butler provided police with a description of his assailants, no arrests were made. Friends and family saw a marked

difference in Mr. Butler after the shooting. "He went through a lot of changes," Mr. Archibald says. When you get shot over nothing, when you can get killed walking out the door, you begin to think life is cheap. When you think life is cheap, you tend to do self-destructive things. You tend to live every day like it's your last.''

#### Seeking Counseling

For the three weeks Mr. Butler was in the hospital, he says he slept fitfully because he thought his assailants would come and murder him in his hospital bed. Even after he was released, he trusted no one.

"I would walk down the street and ask myself, Why are those two guys walking down the street?" he says. "I would hear a shot and

His grades dropped, and with little provocation he would be ready to fight. Eventually Mr. Archibald suggested that the teen-ager seek counseling to help him resolve his emotional problems.

"It wasn't me any more." Mr. Butler says. "The shooting changed my life. I thought I had to He sought help from Rondell



Michael Butter, right, and Edmund Archibald, his high-

MCCIBILY, a Council of Negro Women, who "got me to think about my life," he suys. "I was able to talk about things that I couldn't with anyone else,"

McClary, a counselor with the Na-

He began to think about going to college again, and about his dream of owning a restaurant. "I want to leave and go to a new environment," says Mr. Butler, who hopes to major in restaurant management. "If I could leave here this summer, I would. I have to watch my back here."

He has been accepted at the University of Massachusetts at Amherst, but his financial-aid award is

Mr. Butler says he would not have made it this far without the help of Mr. McClary and his highschool counselors, Mr. Archibald and Charlotte Huey. "Mr. Archihald is the closest thing I have to a father," he says. "He is like a safe-

#### Trying to Squeeze Through'

Mr. Butler is similar to other students at Springfield Gurden, says Mr. Archibald. "These are good kids trying to squeeze through the mighborhood," he says, "These me great kids who don't have the same opportunities as students from middle-class families."

Many Springfield Garden students who go on to college attend the State University of New York at Albany or Long Island University at Southampton.

"Most of the kids don't come back, because there are too many ways to get killed," Mr. Archibald

"When you come back here, you fall back into old habits," he says. "Hopefully, I can get him out of this insune place, because he has bad memories. At 18, you shouldn'thave to deal with life or death."

-MICHELE N-R COLLISON

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### For Some, College Is a Refuge From Inner-City Violence and Fear

ty of Massachusetts senior killed. fashion of gang members is part of the reason Mr. Jackson and 20 oth-terrible they don't want to go er black students are staying in home? Amherst this summer.

means nothing," says Mr. Jack- don't have to live in fear. They live son, who is taking classes this sum- a stress-free life. It's almost like mer. "There it might mean you're they can't go home again." part of a gang. I've been up here so long I can't keep track. You don't University of lowa, went to a counknow which gang is wearing which

"When I'm staying in Amherst," he continues, "I don't have Rodriguez, who lives in New York to worry about getting hit in a City and is conducting research on drive-by shooting. The primary thing is to get through college, and you can't do that with a bullet through your head."

#### **Homicide Rates Cited**

Mr. Jackson and dozens of other young men do not want to take that risk by staying in neighborhoods where shootings are commonplace and drug deals are going on around the clock. Some men, like Mr. Jackson, have traded the excitement of urban life for the safety of the campuses.

Others have become almost permanent residents of their college communities, venturing home only for short visits because their fear is so great that a bullet meant for someone else will end their young

"These young men know they have a great opportunity to be in college, and to think they could be killed on a humble is very traumatic for them," says Anthony Tillman, assistant dean of freshmen at Dartmouth College, A "humble" is a trifling or stupid reason.

"Every summer I wonder what is the fate of the African-American mades on my campus," he adds. "I tell the young men to be careful and come back. Anybody could want to take them out."

Young men cite the homicide rates for black men. They tell stories of friends' being gunned down, of gang members on the prowl, of constant drug dealing. Staying in small towns is a small price to pay when they realize the opportunity for a better life could be ended by a random bullet, said the young men interviewed for this story.

They have only to look to the headlines to confirm their fears. Last munth Kevin Herd, a senior at Prairie View A&M University, was shot and killed while he and his friend were looking for a party in Chicago. Young men on the street. who thought Mr. Herd and his friend were gang members about to shoot at them, shot first.

#### Death of a Howard Graduate

Henjamin Donkor, who had just graduated from Howard University, was killed in June when three teen-agers robbed him and his friends as they were heading to a reggae club. Mr. Donkor was shot even though he and his friends gave the teen-ugers their money.

More minority students stay near college campuses in the summer flan college officials realize. bays Ron Campbell, director of

housing at George Mason Univer- ence between their college commuhood of Dorchester, a part of Bos- sity. "Sometimes they make up nities and their inner-city neighbor- Lawrence, a senior at UMass, who ton, the cap could get the University other reasons to be in the area. hoods is jarring. "The neighboris is working off campus this suffice." They hate to admit that they are hood usually hasn't changed that Ignorance about the ever-changing scared to go home. Who wants to drastically," he says. "It's just admit that their neighborhood is so their perception. It's kind of a few people who make it a rough

'On campus, they don't have to "Wearing a baseball cap here look over their shoulders. They

Tony Rodriguez, a senior at the selor and asked her to help him find a job on the campus. "I told her I didn't want to go home," says Mr. Chinese gangs this summer.

"There's no life there. I didn't want to get caught in the crossfire. It's not too exciting here, but at least I'm not dodging bullets."

When Mr. Rodriguez did go home for two weeks, he spent the entire time in his parents' Brooklyn

'Mv neighborhood is getting worse," he explains. "There are gangs, shootings, and drive-bys. It's not uncommon to see someone lying dead in my neighborhood. My parents were glad to see me, but they were glad to put me back

#### Danger May Be Exaggerated

Some sociologists say students may be exaggerating the danger. 'Many college students hang out, and nothing happens," says Darnell F. Hawkins, a professor of sociology and African-American Studies at the University of Illinois at Chicago, who studies violence in the black community.

"We often exaggerate the violence in the black community. It's real, it's there, but it's not that much of a war zone."

Mr. Hawkins says that many colleges and universities are in rural communities where violent crime is unheard of. When the students return home for breaks, the differ-

Others say college students are more likely to be targets of violence because they have left their neighborhoods. "Their friends will call them college-boy fools," George Mason's Mr. Campbell says. "To survive, you have to look like your environment, and they no longer do."

Mr. Campbell says college students also have learned how to negotiate and compromise, and that

"They have to admit that they are scared to go

home. Who wants to admit their neighborhood

is so terrible they don't want to go home?"

while such skills may be valued in college they aren't on the street. "Those solutions could get them killed on the street," he adds.

Some students say college has made them less aggressive. "Being in college made me softer," Mr. Rodriguez says. "Before, I had to survive by blending in. I knew how to talk that talk and walk that walk. Now I don't."

Carroll F. Hardy, associate vicepresident for student affairs at the College of William and Mary, agrees: "College students have lost that edge, their survival strategy. They no longer fit. They are no longer welcome on the corner, no longer the boys in the hood, and they could get into trouble trying to

These young men don't reveal their true reasons to many who ask why they are staying on campus. "I get mad when people talk about

mer. "Overall, most of the people are good people. There are just a place to live. But I grew up with the gang members. They chose their way and I chose mine.

Other students have not only escaped their neighborhoods, but also are moving their brothers away from the violence. Bilal Karriem, a graduate student at Pennsylvania State University, got custody of his 12-year old brother, Isa. because he felt the streets of Camden, N.J., would claim him. "He had been suspended for fighting, he had been taken to the police station," says Mr. Karriem. "I figured if I changed the environment, might have an opportunity to save

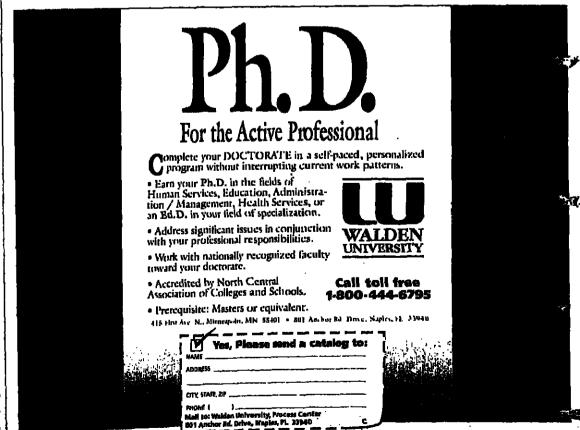
Mr. Karriem says that shootings. are prevalent in his neighborhood and that he became worried when he learned that drug dealers knew his brother's name. He says: "I saw where he was headed. He would never have made it past 17."

#### 'No Other Decision'

Mr. Karriem says his brother has made significant progress since Isa enrolled in State College Junior High School, Previously, Isa's report card was full of F's, Mr. Karriem proudly says his brother now earns A's and B's.

"I don't want to take a chance on him going back to the madness," Mr. Karriem says."He's my little brother. There was no other decision.

Despite the fact that they are staying away now, all the young men said they wanted to return to help their communities. "We all talk about giving back to our community, about making a change so others will have a better life." Mr. Lawrence says. "But you have to have something to go back with. And we're here to get the knowledge and the skills so we can go



### NCAA Releases Data on Graduation Rates of Individual Colleges

By DOUGLAS LEDERMAN For the first time ever, the National Collegiate Athletic Association has released information about the graduation rates of its member colleges' athletes on a campus-bycampus basis.

In past years the association published only a summary of the graduation rates for all colleges in Division I, its top competitive level. But prodded by federal lawmakers who sought more complete disclosure about the academic success of athletes and other students. NCAA members agreed to make the data public beginning this year.

A federal law that requires the publication of graduation rates at all colleges that receive federal aid will take effect next year.

ast week the association released a 625-page report featuring two pages on each of the 297 colleges in Division I.

report provided a look at how many scholarship athletes and oth- lo, and the Universities of Missouri er full-time students had earned at Kansas City and North Carolina their degrees within six years after at Greensboro, did not provide inthey enrolled. The information on formation because they had not

23

athletes also include some break-Jown by sport.

But in response to the concern of college officials that individual athletes on teams with small numbers of players might be identified, the NCAA provided, for each sport, a graduation rate and an estimate of the number of athletes in the pool.

#### Counselors and Coaches

The federal law requires colleges to provide the form to prospective athletes and their parents, to guidance counselors, and to highschool coaches.

Like a survey last month by The Chronicle, the NCAA report did not provide information about the graduation rates of athletes at the can with some of the association's eight Ivy League colleges and the three U.S. service academies, since they do not give athletic scholarships. The data below include graduation-rate information for 32 of the 39 Division I colleges that did not participate in The Chronicic survey (July 22).

Seven institutions-the College of Charleston, Coppin State, Northeastern Illinois, and South-Among other things, the NCAA's ern Utah Universities, the State University of New York at Buffastudents and athletes was broken joined Division I at the time the tern of violations" that "flour-

■ NCAA puts U. of Texas-Pan American on 3 years' probation ■ Football coach at Newberry College resigns over his résumé

> letic Association last week put the University of Texas-Pan American on three years' probation because of major rules violations in its men's basket-

ball program. Because the university's women's basketball team had been punished for major violations two years ago, the NCAA's infractions committee hit Texas-Pan Ameripenalties for major repeat viola-

tors-the so-called death penalty. The panel stopped short of the complete ban on competition that it imposed on Southern Methodist University's football team in 1987. But it cut short Pan American's 1992-93 basketball season by five games, barred the team from appearing on television or in postseason play next year, and cut its scholarships to 10 in 1992-93 and 12

The infractions panel said Pan American officials had failed to maintain control over the basketball program, resulting in a "patdown by sex and race; the data on players in the pool enrolled. 

ished" for several years. The viola-

The National Collegiate Ath- tions included unethical conduct by the former basketball coach.

ATHLETICS NOTES

Newberry College's football coach has quit amid reports of

Brad Senter said he had quit because The State newspaper of Columbia, S. C., was set to run a story showing that he had exaggerated his duties in prior jobs. The State also reported a former coach's discrepancies between his ré- claim that Newberry's president sumé and his work experience. knew about the divergence. —D.L.

#### PEOPLE IN ATHLETICS

Elizabeth Alden, graduate assistant to the associate director of men's athletics at U. of lowa, to director of athletics at

Bill Byrne, athletics director at U. of Oregon, to athletics director at U. of Ne-Barbara Camp, associate director of athletics at U. of California at Irvine, to

Tom Collina, assistant commissioner of Big South Conference, to athletics director at Campbell U.

Rick Creehan, associate director of athletics and baseball coach at Allegheny College, to athletics director. Peter Does, men's basketball coach at Truett-McConnell College, to athletics ector and men's soccer coach. Patricia Dolan, director of women's

athletics at U. of Wisconsin at Superior, also to acting director of men's athletics. Leon Drury, athletics director at Bryant llege, has been dismissed. inie Farrell, associate commissioner of the Big West Conference, to commis-

Thomas Ford, athletics director at U. of California at Irvine, to assistant executive director of the National Association Basketball Coaches.

Bruce A. Grimes, former athletics director at West Texas State U., to athlet ics director at Fort Lewis College.

Ted Kissell, associate director of athletics for sports programs and external operations at U. of Arizona, to athletic director at U. of Dayton.

Roger Sayara, president of U. of Alabama, has been named chairman of the College Football Association's Board of Robert J. Talbot, dean of admissions

and financial aid at Catholic U. of America, to athletics director. Jeff Thompson, athletics director at U. of Colorado at Colorado Springs, has announced his resignation, effective Sep-

Charles E. Young, chancellor of the U. of California at Los Angeles, has been named Division I chair of the National Collegiate Athletic Association's president

### Graduation Rates of Scholarship Athletes at 32 NCAA Division I Colleges

	1710100	minio athletes	Black n	nalo athletes	White ferr	inle athletee	Binek ter	malo athiotou				
****	Total	Proportion graduated	Total	Proportion practuated		Proportion paduated		Proportion	AII :	Properties	Refined gre	ivation rate ‡
Alabama State U			117	28.2%	0	. <del>Delonicia</del> ,	Total	graduated	Total .	Proportion graduated	Total	Proportion graduated
Alcom State U	0		87	27.6	0		30	46.7%	147	32.0%	47	100.0%
Boston U	. 54	66.7	9	77.8			19	63,2	106	34.0	86	40.7
Brigham Young U	90	30.0	7	0.0	27	77.8	3	100.0	114	72.8	96	88.0
Butler U	40	77.5	2	0.0	38	60.5	1	0.0	160	36.3	115	49.6
Campbell U	. 38	52.1		25.0	20	70.0	0		62	72.6	57	89.5
Delaware State U	3	33.3	47		<u>7</u>	85.7	3	33.3	67	52.6	44	100.0
Duke U	68	91.2	13	42.6	0		13	61.5	64	46.9	48	68.8
Georgetown U	9	77.8	10	84.6	17	100,0	1	100.0	103	92.2	103	96.1
Grambling State U	3	33.3		70.0	12	83.3	3	66.7	35	77.1	29	93.1
Hofstra U	15	66.7	132	39.0	<u>. 4</u>	100.0	47	59.6	198	48.0	93	95.7
Jackson State U	0		2	50.0	19	84,2	0		66	60.0	34	
McNeese State U	83	38.6	105	31.4	. 0		20	50.0	125	34.0		97.1
Morgan State U	1		40	10.0	17	47.1	8	33.3	157	31.8	64	70.3
North Carolina A&T State U	0.	100.0	92	38.0	0		32	37.5	125	<del></del>	108	50.0
Northwestern U			60	31.7	0		13	61.5	73	38.0	102	44.1
Pennsylvania State U	<del></del>	83.8	20	75.0	. 34	79,4	3	66.7		37.0	35	77.1
Prairie View A&M U †	80	57.0	20	60.0	41	73,2	4	75,0	129 165	81.0	131	93.1
Saint John's U					7			70.0	100	63.0	151	76.0
Samford U		76.9	. 8	76.0	20	85.0	3	66.7				
San Diego State U		75.0	1	100.0	<u> </u>				- 89	78.7	107	93.0
Seton Half U	40	27.6	1.8	22.2	21	38,3	9		. 5	80.0	11	81.8 *
	18	66.7	10	60.0	15	39.3		22.2	.92	26.1	90	32.2
Southeast Misqouri State U	43	32.6	34	32.4	25	48,0	2	50.0	46	52.2	34	79.4
Southern U	0.	<u> </u>	79	29.1	0		10	20.0	<u> 11</u> 6	36.2	82	51.2
Temple U	80	55.Q	48	37.5	37	81.1	29	31.0	114	29.8	78	43.6
Tennessee State U	0	- "	75	26.7	. 0 -	0.1.1	17	70.6	191	56.0	172	66.9
exas Southern U			47	12.8	0	Sala Sala Sala Casa Sala Sala Sala	19	42.1	94	29.8	73	41.1
of Arkansas at Little Rock †		200 A 100				-	23	8.7	81	11.1	. 31	29.0
of Detroit	31	8L3	7		<del></del>	A 10 10 10 10 10 10 10 10 10 10 10 10 10						
of South Alabama	14 14	42.9	7	0.0		35.3	Б	40.0	. 84	- 46.9	43	72,1
tah State U	41	29.3	8	37.5	9	44.4	8	37.5		40.0	25	84.0
illanova U	27	81,5	3			87.5	4	0.0	96	81.3	68	67.6
Prairie View A&M U. did not provide the NCA				100.0	31	90.3	0	<b>-</b> 7	63	85.7	65	86.2

### Dispatch (Jass

The Institute of International Education has compiled a directory of academic exchanges and other cooperative projects between U.S. colleges and universities and those in East Central Europe.

The directory is part of a report on the status of such programs, "Where Walls Once Stood." It is based on a survey of U.S. colleges and exchange organizations and includes information received as recently as January 1992. The report discusses changes since 1989, when the HE last surveyed colleges on their links to institutions in Bulgaria, Czechoslovakiu. Hungary, Poland, Romania, and (ugoslavia and its successor states. Among the findings:

 Substantial growth in the number of exchange programs and the number of U.S. institutions sponsoring exchanges.

 A decline in the predominance of broad, long-term exchange

 An increase in new exchange and training programs in professional fields such as law, management. and public administration-most of them set up since 1990.

An increase in the number of academic and professional training programs being conducted on site in Castern Europe.

A growing tendency on the part of U.S. foundations to make grants directly to institutions to East Central Hurope. The programs listed in the

report's 90 pages of appendixes are organized alphabetically by 11.5. campus, by country and partner institution, and by field of study The report was written by Mary E. Kirk, the HE program director for East Central Europe, who is based

Copies of "Where Walls Once Stood" are \$10 each, including posiage, and can be ordered from ne Books, Institute of International Education, 809 United Nations Plaza, New York 10017-3580. information on new projects avolving U.S. institutions and those in the region can be sent to the fast Central Europe Information Exchange at HE. Ford Foundation mants support the project.

The education ministers of more than a dozen Asian and ficific countries were in Washington last week for meetings and a symposium on Rducation Standards for the lat Century." U.S. Secretary of Education lanar Alexander served as host for begathering, which President

 $1/\sqrt{n} \log$ 

but announced during his trip to Asia in January. The ministers represent the countries of the Asia Pacific onomic Cooperation group. acluding Australia, Brunel salam, the People's Republic of China, Indonesia, Japan, alaysia, New Zealand, the Phippines, Singapore, South Mea, Chinese Taiper, and

### International

## Summer in Israel for Black Students From Wilberforce

University's program helps them dismantle stereotypes

By Herbert M. Watzman

TULIA TOLBERT, a senior at the historically black Wilberforce University in Ohio, spent four weeks this summer living with a large family in a disadvantaged neighborhood troubled by crime and

The family was Jewish and the neighborhood was the Jesse Cohen section of Holon, a suburb of Tel Aviv.

For the four Wilberforce seniors who spent a month teaching English to kids in Jesse Cohen, it was their first real contact with Jewish people, culture, and religion. Having grown up in predominantly black areas of cities in the American Midwest, all four women said they had never had contact with American Jews.

"In America, Jews and blacks are put up against each other," said Ms. Tolbert, a communications major. "Even though they are more similar than they are different, stereotypes keep walls up between

While she cited a desire to improve black-Jewish relations as a main motivation for coming to Israel, her three colleagues were less driven by ideals.

"It was a chance to go to a different country," said LaVerne Gray, a child-development major. "Because of the expense of traveling, I'll probably never have another opportunity to do this."

The four women were among nine Wilberforce students and one professor who spent two and a half months in Israel under the auspices of the university's Institute of African-American/Israel Exchange, set up fast year to run this and similar programs. The summer also included a stay on a kibbutz and three weeks of study at the Hebrew University of Jerusalem.

Eric V. A. Winston, Wilberforce's vicepresident for development and university relations, said the idea for the program had been proposed in 1988 by a faculty mem-

"Wilberforce students must fulfill a 'cooperative education' requirement, and he suggested that some might do so on a kibbutz in Israel," Mr. Winston said.

"With all the discussion of black-Jewish relations, it seemed a timely subject," he added. "And our new president wanted to see the university more involved in international activities. One of our board members, Herbert Abrons, heard of the idea and said he would fund the first group."

On a trip to Israel to explore the idea, Mr. Winston met Beth Zuriel, who serves as a liaison person there for the Columbus and Dayton Jewish Pederations. The Jesse Cohen neighborhood had been "adopted" by the lewish groups she represents, and she was seeking volunteers to work there.

"We had been thinking for many years



Participants In Wilberforce University's summer program lead Israeli children in a rap song.



Rachel Joy: Because her hosts don't speak English and she doesn't speak Hebrew, "we've tearned to be good at pantomime."

of setting up a day camp that would help neighborhood children with their English, but we hadn't had any success in recruiting Jewish volunteers from Columbus and Dayton for the job," Ms. Zuriel said. "When I first heard about the Wilberforce program, I immediately thought it could provide the volunteers we needed."

Ms. Zuriel said she was surprised and pleased at how warmly the Jesse Cohen

community accepted the volunteers. One of them-Rachel Joy, a politicalscience major—said the families the students were staying with "don't speak English, and we don't speak Hebrew, so we've Jearned to be good at pantomime."

Said Ms. Gray: "Really, they aren't much different from our families at home. The television is on all the time and the children are always making noise."

All four women agreed, however, that nothing like American poverty exists in Israel. Jesse Cohen has a reputation as one of the Tel Aviv area's most crime-ridden and drug-infested districts, but it is far bet-



Julia Tolbert: "I'd like to have a hand in bettering relations between Jews and blacks in America."

ter off than the worst of the inner-city neighborhoods in the United States. "After what they told us, I was expecting a ghetto," Ms. Tolbert said. "But by American standards they live comfortably."

Ms. Tolbert, who aspires to be a foreign correspondent, said she would like to return to Israel as a reporter for an American television network. "I'd like to have a hand in bettering relations between Jews and blacks in America," she said. "There are a lot of stereotypes about both.

"For instance, the first thing the kids here asked us when we came was whether we know how to play basketball." she said with a laugh. "Also, whether we can rap." The students actually had prepared a special summer-camp rap to teach to the young Israelis.

"As for getting rid of stereotypes," Ms. Tolbert said, "I can tell you that all Israelis eat is watermelon."

Mr. Winston, who visited Israel during the students' stay here, said the program also was open to students from other institutions, although Wilberforce could provide financing only for its own students.

### Head of Rectors' Group in Peru Proposes Consolidation of Universities

LIMA, PERU The president of Peru's National Association of University Rectors, years from San Marcos's founding Javier Sota Nadal, has proposed a until 1955, only eight universities controversial way to deal with the economic crisis facing higher education throughout his country:

"Consolidation doesn't mean doing away with universities," he said. "It means optimizing resources in order to deal with a serious economic crisis that isn't going to disappear in the near fu-

According to Mr. Sota, who has been president of the National Engineering University in Lima since 1989, the country's 52 universities are "duplicating bureaucracy, conflicts, and inefficiency."

He has called for the consolidaion of the universities into 20 or 25 regional and specialized institu-

"The universities don't have money to pay their electricity, water, or telephone bills, much less for laboratory supplies that are a basic component of a university's

Peru's university history is the

THE CHRONICLE

OF HIGHER EDUCATION

Index

**VOLUME XXXVIII** 

August 28, 1991 – August 12, 1992

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oldest in the Americas, dating to fused with the number of universi-1541 when San Marcos National University was formed. In the 414 all but one of them public-were

#### System Burgeoned

After 1955, however, the country's higher-education system burgeoned. In less than four decades. 44 public and private universities have been established

But the number of universities has grown much faster than the country's economy, causing a reduction, in real terms, of the resources available for higher edu-

Today the government's budget for Peru's 28 public universities is \$100-million (U.S.) roughly \$3.6-million for each institution, or an investment of a little less than \$10 for each of the country's 300,000 public university stu-

"What is wrong with the highereducation system in Peru is the many of the country's private instinumber of universities," Mr. Sota said in an interview. "The role of

The underlying problem, Mr. Sota said, is that many of the country's universities were not founded to further higher education, but for political reasons.

"Universities were created as appendages of political parties or as a way to get elected." he added. "For a congressman or senator to

#### "The universities

don't have money to pay

their electricity, water, or telephone

bills, much less for

laboratory supplies."

get more votes, universities were established, without any thought about how they were going to be maintained or financed."

Mr. Sota is highly critical of tutions, which he has described as "chalk-and-blackboard universithe university here has been conadded, do not fulfill the basic idea of what a university should be.

"They buy a house, some chairs, hire professors, put up a sign, and call themselves a university." he said. "It doesn't seem important that they lack libraries, laboratories, and the basic infrastructure necessary for learning.

#### Support From Rectors

Since Mr. Sota proposed reducing the number of universities in Peru, a number of members of the rectors' group have come forward to support the idea.

With the consolidation of the universities, it may be possible to leave behind some of the problems we are currently forced to deal with," said Pedro Villena Hidalgo, president of San Cristóbal University in the department of Ayacu-

Alberto Coayla Vilca, president of Jorge Basadre National University in the southern department of Tucna, said that his university had in many ways already put Mr. Sota's idea into practice.

For the past five years, he noted, Jorge Basadre University has run destroy the right to labor stabilexchange programs with universi-

ties in the neighboring departments of Puno and Arequipa.

Alfonso Ramos Geldres, the president of the national teachers' college, commonly known as La Cantuta, said the consolidation might prove to be the solution to the financial crisis facing the universities.

He cautioned, however, that a comprehensive study should be done to identify what sort of problems may arise.

Although the proposal has been received by the rectors with some enthusiasm and optimism, the National Federation of University Employees of Peru has been skeptical. "The proposal lacks any son of guidelines and, as such, cannot be discussed," said Pedro Carlin, general secretary of the employees

In a country where only 20 per cent of the work force is employed in full-time jobs, the federation's 18,000 members are concerned that the consolidation of universities would mean a drastic reduction in non-academic personnel. "If the number of universities is reduced by half, it is only logical that there will be reductions in staffing," Mr. Carlin said. "The reductions could

ty Teachers, said the government

had singled out professors as "vic-

tims of their new public-pay poli-

cy." She pointed out that teachers

in clementary and secondary

schools had recently made a deal

for an increase of nearly 8 per cent.

willingness to accept a compro-

mise pay increase of less than 5 per

cent, provided faculty members in-

The government has indicated a

### British Government Refuses to Help Pay for Faculty Raise

By DAVID WALKER

Ten weeks after university faculagreed on a 1992 pay raise of 7 per cent, government officials condemned the increase as excessive

and are refusing to help pay for it. The Committee of Vice-Chancellors, which says the universithe increase without a special government grant, is now considering a lawsuit against the Department of

It was only after the Cabinet rejected a report by the Top Salaries Review Body that recommended substantial raises for judges, military officers, and civil servants. that it intervened in the universities' dealings on faculty pay. Until then it appeared that the salary agreement would be accepted by

the government. The government's anxiety about salaries paid to public employees stems from Britain's growing eco-

Although government grants account for only two-thirds of the budgets of British universities,

flects the overriding public interest self in office."

#### 'Who Manages?'

92-1

The ambiguity about the governinvestigating the activities of a know little of his background other ment's role in setting faculty compensation led Stewart Sutherland, president, Paulo Cesar Parias, has an educator. vice-chancellor of London Univer- uncovered evidence of corruption sity and the universities' spokes- in the government. man on salary issues, to ask, "Who

manages the universities?"

ty service the public expects of tary of the Association of Universi-

The government is refusing to ty members and vice-chancellors give about \$46-million to the universities in supplemental salary

#### 8% for Schoolteachers

The vice-chancellors say that without such funds they cannot afties' own budgets cannot finance ford the raises that they had negotiated with the professors.

Diana Warwick, general secre-

#### crease their "productivity." Brazil's Minister of Education Resigns in Anger Over Government Corruption

By DANIELA HART

Brazil's Minister of Education, gress. José Goldemberg, resigned last week because of what he said were unbearable pressures to allocate and a former president of the Braesources from the ministry for political purposes.

"When I joined the government 1990, initially as Secretary of State for Science and Technology and later as Minister of Education, there was a program for modernizing the country," he said. "Now professors are regarded as public the government is no longer concerned with the problems of the

pay settlements and Mr. Goldemberg's resignation many academics are again worried

Newspapers in Brazil have carried many reports on how the in-"The vice-chancellors do," he vestigation has led to intense presanswered. "We have reached a sure on officials like Mr. Goldemsettlement at a level we consider berg to use government funds to

dent's political allies so as to defeat SÃO PAULO a vote for impeachment in con-

Mr. Goldemberg, a former rector of the University of São Paulo zilian Society for the Progress of Science, belongs to no political party. He was the first Minister of Education in decades to come from an academic background.

#### **High Expectations**

When he took office two years ago, academics had high hopes that The position we have taken recountry, but only with keeping itimproved. With the appointment of education in the country would be successor, Eraldo Tinoco, the growth of public spending," came as the prospect of impeachsaid Higher Education Minister Niment proceedings against the country's president, Fernando Collor ed Federal Deputy in Brazil's Conde Mello, appeared more and more gress when he was appointed minlikely. A parliamentary committee ister. Education officials seem to

"This is undoubtedly a regression," said Bnnio Candotti, president of the Brazilian Society for the Progress of Science. "With the government going back to choosing a Minister of Education according to political criteria, there is no necessary to deliver the high-qualiguarantee the support of the presihope of reforms in education."

## Dropping

**€**0 WHAT DID YOU DO ON YOUR SUMMER VACATION? Cacilia Campoverde, professor of social work at Florida Atlantic University, decided to spend it experiencing at first hand the trials that the Guatemalans whom she works with in Florida underwent to get there. Inearly June she traveled to Guatemala, where, after visiting with relatives of her clients, she paid a guide 800 to lead her through Mexico to the U.S. border. After days on dangerous (and cold) trails, the 55-year-old professor finally declared she had enough.

Leaving the rest of her group, who had no choice but menter the U.S. illegally and who faced three hard days before attempting to cross the border at Tijuana, Ms. Campoverde took the bus to Brownsville, Tex. Back in Florida, she said: "I feel so much closer to the Gustemalans. As a human being I have changed. I have become definitely more humble in my beliefs about

In these days when the average tenure of college misidents is little more than five years, the Rev. Raymond humhart is a rarity: When he leaves office as president of Loyola University Chicago next July 31, he will have been in office 23 years.

Troubles continue at Paul Quinn College: After the college's president, Warren W. Morgan, stepped aside in March under pressure from the Board of Trustees, Winston Powers was named interim president. Late last month, Mr. Powers resigned for health

7. Boone Pickens, Texas businessman and former dairman of the Board of Regents of West Texas State University, has asked the university to drop his and his wile's names from a lecture series. The ties between Mr. fickens and Ed D. Roach, the controversial former

resident of the university, have been subject to intense Inhis letter, Mr. Pickens wrote: "It is clear that the resent administration doesn't have the same interest as be prior one did. Consequently, I believe it would be Appropriate to remove our names from the lecture series."

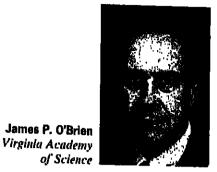
When Lawrence K. Pettit resigned as chancellor of the Southern Illinois University system last summer, he said would return to the university as a tenured professor hits Department of Higher Education after serving a year safellow at the American Council on Education in

Last month Mr. Pettit accepted the presidency of Indiana University of Pennsylvania. He had earlier been a falist for the presidencies of the University of Colorado and East Tennessee State University.

last December we reported that contestants on a the sion game show had difficulty remembering Lauro mazos. To add insult to injury: A recent hiography of Clinton contains a photograph of Mr. Clinton, George heli, and Mr. Cavazos at the 1989 Education Summit. Cavazos, then Secretary of Education, is incorrectly lemified as Iowa Gov. Terry E. Branstad.

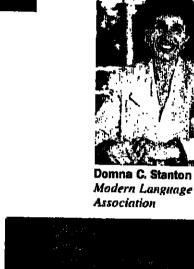
Atexpected (Name Dropping, July 8), Julius L. was named chancellor of North Carolina Central diversity. He will take office in December.

## Gazette APPOINTMENTS, RESIGNATIONS, & DEATHS





West Chester U. of Pennsylvania





Canisius College

Fairleigh Dickinson

Denis Calandra University of South Florida

- New college and university chief executives: Austin Community College (Minn.), Vicky R. Smith; Hampden-Sydney College, Lieut. Gen. Samuel V. Wilson; Indiana University of Pennsylvania, Lawrence K. Pettit; North Carolina Central University, Julius L. Chambers: Southern Ohio College, Vincent Zocco; West Chester University of Pennsylvania, Madeleine Wing Adler; Western Connecticut State University, James R. Roach.
- Other new chief executive: American Osteopathic Association, Robert E. Draba.

#### Appointments, Resignations

Arthur J. Acton, vice-president for academic affairs at Ohio Northern U., to vice-president for academic affairs at Chathum College.

Carolyn T. Adams, professor and chairwuman of geography and urban studies at Temple U., to acting dean of the college of arts and scien

Madeleine Wing Adler, vice-president for academic affairs at Framingham State College, to president of West Chester U. of Pennsylvania. Maria L. Alvarez, director of special events at Barry U., to director of resi-

Janice M. Anderson, former personnel and planning director at Metropolitan State U. (Minn.), to executive assistant for external relations and personnel. Nancy Anal, director of residence eduRoland Barefoot, associate director of nned giving at Furman U., to direc-

Robert P. Bareikia, professor of Ger-man at California State U. at Long Beach, to dean of the college at Contena-

John W. Barham, dean of the division of continuing education at Texas South-most College, to executive dean for cor-porate and extended learning at Suffolk Community College (N.Y.).

Bruce Barker, director of secondary ed-ucation at Brigham Young U.-Hawaii, to professor and chairman of media and educational technology at Western IIIi-

Raymond M. Barrows, national director of minority enrollment at U. S. Air Porce Academy, to director of admissions at U. of Massachusetts—Dart-

The Rev. Revmend Boumhart, presiden

of Loyola U. Chicago, has announced cation at Virginia Commonwealth U., to July 31. 1993.

Lany G. Benedict, vice-president for student affairs and associate professor of education at U. of Southern Maine, to dean of Homewood student services at Johns Hookins U.

Wanda D. Bigham, president of Telkyo Marycrest U., has resigned. Karen A. Bray, resident director at U. of Florida, to area residence coordinator and director of student programs at Washington and Jefferson College. Denis Calandra, professor of theater at U. of South Florida, to chairman of the

Louise A. Callgiori, director of student activities at American U., to dean of stu-dent affairs at Chatham College. Stephen Calidne, professor of law at Wayne State U., to interim dean of the law school.

Otis Cary, professor of history at Amherst College, has retired. Continued on Following Page

Address

Institution

City

mation systems at College Construc-aLoan insurance Association.

weet Spinelli, associate director of

ecoler for continuing education at affair State College, has been elect-

incident of New Jersey Association Lifeling Learning.

Juliang Learning.

Jack C. Stanton, professor of French
elyomen's studies at U. of Michigan.

toleditor of PMLA, the journal of

Modern Language Association of

intowney, operations manager at intentional Developmen

felD, Loile, former associate deun

Kritera U., to associate director und

what to the president for minority af-but Law School Admission Services

MD. Moses, member of the staff at

odeny for Educational Development.

But S. Rebagila, member of the staff skuleny for Educational Develop

ga, to vice-president and director of

LAR. Rasmuson, member of the

effu Academy for Educational Devel-

gratio vice-president for health pro-

lagart King Chapin, 69, former pro-land anatomy and physiology at Rajamery College (Md.), July Win

Mac. Clarke, 59, noct and professor

May, Calver, 85, associate professor

minsofhistory at Case Western Re-

Rharitt. Ocolon, 59, associate to mant Christian Theological Semi-

m (lad.) and former ussociate protes

wofhistory at Ohio U., July 22 in Fast

Mat. Roet, 75, librarian emercias at

eductor of research at New England

legento R. Hartz, 92, professor

emitof psychology at Case Western kerre U., June 26 in Cleveland

Miles, Nos, 82, emeritus Inculty or anassociate in biology at Authorst Digs, July 21 in Northumpton, Mass

Lionge Jane, 86, professor emercias dontry science at Ohio State U., July VaColumbus, Ohio.

holdek F. Kao, 73, former professor

display to the property of the control of the contr

Otol. Meswain, 78, trustee and for-legiologistructor at Fursy th Tech-al Commodity College, April 15 in Islan Salem, N.C.

beller, N.C.

Beller, Joseph M. Mannibeg, St., probernerius of classics at Fairfield

by Sh Weston, Mass.

built, Ogdon, 68, professor enteribuiltimess education at Hastern

bipau, July 20 in Ann Arbur,

Mr. Osos, 73, poet and professor active English at U. of Chicago. Mills Albaquerque, N. M. Mills Mills Mills Albaquerque, 11 in Hostan at dona, Inguist at dona, Inguist Albaquerque, 12 in Inguist Albaquerque, 12 in Inguist Albaquerque, 13 in Inguist Albaquerque, 13 in Inguist Albaquerque, 13 in Mestine Inguistes at 15 in Inguist Albaquerque, 15 in Mestine Inguistes at 15 in Inguist Albaquerque, 15 in Mestine Inguistes at 15 in Inguistes Transformer, 73 de an of an Hostan Albaquerque, 15 in Inguistes Albaquerque, 16 in Inguistes Albaquerque, 16 in Inguistant Albaquerque, 17 in Inguistant Albaquerque, 16 in Inguistant Albaquerque, 16 in Inguistant Albaquerque, 17 in Inguistant Albaquerque, 17 in Inguistant Albaquerque, 1

er U., July 26 in East Cleveland.

digitabat State U. of New York at

Mile, July 22 in Buffalo, N.Y.

resident and director of systems

geny for Educational generaldent and director of institu-delening and development.

ofessor of law at Ohio

**MACELLANY** 

stown, Pa.).

effective January 1.

Doré Charbonneau, consultant in Los Angeles, to director of annual giving at California Institute of Technology.

Stephen D. Christenson, former direc-tor of major gifts at U. of California et Irvine, to director of major gifts at California State U. at San Bernardino Henry Steele Commager, John Wood-

mpson Lecturer at Amherst College, has retired.

Joan Connell, former vice-president for icademic offairs and professor of history at Xavier U. (Ohio), to vice-president or academic affairs at Canisius College, effective December 1.

John Connolly, professor of philosophy at Smith College, also to dean of curriculum and faculty development. Art Constantino, associate vice-presi dent for student affairs at U. of Toledo,

to vice-president for student affairs at Evergreen State College. Haskell R. Coplin, professor of psychology at Amherst College, has retired. Vio A. Cundy, acting chairman of me-

chanical engineering at Louisianu State Tilen Curtis-Pieros, associate dean for academic programs in the school of edu-cation at California State Polytechnic U

at Pomona, to dean of the college of education at Saginaw Valley State U. Marylee Darr, former counselor at Rio Hondo College, to program coordinator for the applied behavioral-science pro-

grum at Nationul-Louis U. Asa J. Davis, professor of history and black studies at Amherst College, has

Henry C. Dawson, dean of admissions and financial aid at Emory and Henry College, to executive assistant to the

Robert W. Day, program director at Texas Higher Education Coordinating Board, to chairman of business and tech nologics at Dabney S. Lancaster Com-

Richard S. Dietrich, former associate minister at First Presbyterian Church (Gainesville, Fla.), to director of the Lay Wistitute of Faith and Life at Columbia

Gioria A. Donnelly, associate professor of nursing at La Salle U., also to dean of Alfred G. Eberle, Jr., director of alumni relations at Marquette U., to director of

James K. Edzwald, former professor of

civil engineering at U. of Massachusetts at Amherst, to professor of environmen-tal engineering at Rensselaer Polytech-nic Institute. Robbee Baker Kosak, executive director of the capital campaign at Illinois In-stitute of Technology, to vice-president for university relations at Bucknell U. Robin Felton, regional sales manager a Coeur d'Alene Resort (Coeur d'Alene, Alan Kraditor, dean of the school of ur-ban and regional planning at U. of Southern Chlifornia, to senior vice-pres-

idaho), to assistant director of planned giving at Gonzaga U. William L. Ferguson, vice-chancellor or business affairs at Louisiana State U.

at Shrevenort, has announced his retirement, effective September 30. Colestino Fernandez, vice-presiden

for academic services and undergradu-ate education at U. of Arizona, also to interim vice-provost for arts and sci-Horaco W. Flaming, Jr., executive vice-

president at U. of the Pacific, to executive vice-president and provost at Mer-Brenda Fulle, consultant in South Bur-

paign, to associate director of coopera-

college of food and natural resources at

1-William E. Giles, former director of the Ethool of journalism at Louisiana State

U., to associate professor of mass com-

Mary Both Ginter, adjunct professor of Spanish at Henry Ford Community Col-

lege, to manager of foreign-language and cultural-training programs at U. of De-

ncial aid at U. of Texas at San Anto-

Madeleine J. Goodman, assistant vice-

nio. also to assistant vice-president for

president for academic affairs at U. of

les, director of student fi-

U. of Massachusetts at Amherst.

unication at Southern U

troit Mercy.

ive extension and associate dean of the

Patriola Krysinski, assistant professor of educational administration at Washington, Vt., to coordinator of studentelopment programming at Franklin ngton State U., to associate professor College (Ind.). seling at U. of Northern lowa, Faith Gabainick, dean of the honors

college at U. of Maryland at College Todd Kuckkahn, associate head men's Park, to dean of faculty at Mills College. basketball coach at U. of Wisconsin at **Tom Gallagher, director of co** and network services at Kansas State C., to director of systems development

Paul L. La Colle, professor and chairman of biophysics in the school of medi-cine and dentistry at U. of Rochester, to in the provost's office. John M. Gerber, assistant director of enior associate dean for academic afthe Illinois Agricultural Experiment Staairs and research.

Robert LaPointe, director of develor ment for the school of engineering and applied science at U. of California at Los Angeles, to director of development at

'ille, to alumni director.

Lawrence T. Lesick, director of admissions at Bureka College, to director of admissions at Wilmington College

Louis T. Levy, assistant vice-president r enrollment management at Tri-State U., to director of undergraduate admis-sions at Florida Institute of Technology. Joe O. Lewis, vice-president for academic affairs at Georgetown College (Ky.), to associate provost at Samford

Richard Lolley, professor of anatomy at U. of California at Los Angeles, also to chairman of anatomy and cell biology.

Conan N. Louis, lawyer in Washington to executive secretary of the alumniasciation and associate vice-presiden Hawati at Manoa, to interim senior vicefor alumni relations at Georgetown U. Gary R. Lowe, associate dean of the

Robert F. Grose, professor of psycholoschool of social work at Indiana U., to dean of the school of social work at East gy and director of institutional research al Antherst College, has retired. Dennis B. Quernsey, professor of mar-riage and family therapy at Fuller Theo-Steve Lowe, former director of computer systems at U.S. Military Academy, to director of computing and infor-

Robert V. Quthrie, professor of psy-

(New York), to vice-president for com-

of agricultural and resource manage-ment at Cooperative Extension at Rut-

ers U., to director of Cooperative Ex-

Amy O. Johnson, associate dean of ad-

mission at Amherst College, has retired.

Kevin W. Jones, special-projects man-ager at Davis Furniture Company (Hlack

er Falls, Wis.), to director of the

Small Business Development Center at

Mary L. Jones, chairman of physical

Sandra A. Jones, head of the depart-

ment of nursing at Bradley U., to dean of

the school of nursing at U. of Indianapo-

Parandah Kia, coordinator of interns

national-student programs at California

Willed. Kimmons, dean of the division

of liberal arts and sciences at Gaston

Community College, to vice-presiden

Ruth A. Kittner, director of corpor

son State Community College.

for academic and student affairs at Law

and foundation relations at Siena College, to director of development at Chat-

Herbert L. Koerselman, chairman of music at Sam Houston State U., to dean

of the school of music at U. of Louis-

dent for university advancement

Sharon Periman Krefetz, associate professor of government and international relations at Clark U. (Mass.), also to

dean of the college.

Mildred S. Kreider, professor of nursing at U. of Maryland at Baltimore, also

o chairperson of psychiatric and com-

Donald J. Krogatad, professor of medi-cine at Washington U. (Mo.), to profes-

ropical medicine, and chairman of para-

sor of tropical diseases, chairman

nunity-health nursing.

itology at Tulane U.

tional-scholar and faculty programs at Oregon State U., to coordinator of inte

U. of Wisconsin at Eau Claire.

(N.C.), to dean of students.

education at Saint Mary's College

Zane R. Helsel, head of the department

American Studies Program.

studies in family therapy at Seattle Pamation systems at Aurora U. Jeanette M. Ludwig, associate profes-Lucy L. Quernsey, executive director of the Cultech Y at California Institute of sor of French at State U. of New York at ffalo, also to associate vice-provost Technology, to dean of student development and campus life at Seattle Pacific

for undergraduate education.

Earl W. MacArthur, president of State
U. of New York College of Technology
at Capton, has appared his satisfiat Canton, has announced his retirement, effective January I. Nancy M. Macknight, assistant vice-chancellor at U. of Maine System, to in-

chology at Southern Illinois U. at Carbondale, also to director of the Black John Hardt, associate professor of English at Ferrum College, to professor of English and dean of the college. Shella Mammen, associate professor Milton K. Harkrader, Jr., group senio. vice-president at DDB Needham Inc.

of consumer studies at U. of Massachusetts at Amherst, also to head of the de-

Philomena Mantella, vice-president for student affairs at State U. of New York State College of Optometry, to associate vice-president for enrollment services at Fairleigh Dickinson U. Alan R. Martin, former dean of college

life and development at Mattatuck Com munity College, to dean of students at Housatonic Community College. William L. Martin, vice-president for development at Carroll College (Wis.), to vice-president for university advance

Ernest A. Martinez, president and superintendent of Cerritos Community College District, to deputy to the chancellor for community colleges at State U. of New York system. John O. McCandless, senior vice-president and professor of education at Olivet College, to vice-president for develop-

ment at Thiel College. Polley A. McGlure, associate vice-president for information resources at Indiana U., to associate vice-president and rofessor of environmental sciences at

J. of Virginia. James E. McCollum, assistant to the president for legal services at Youngs-town State U., to director of public rela-

Datra L. McDougald, area coordinates in the department of residence life at West Georgia College, to director of student development and ethnic-diversity affairs at Hiram College.

John R. O. McKean, dean of the faculty at State U. of New York College of Technology at Canton, has relired. John L. McWharter, executive director of the Council for Higher Education of the Western North Carolina Conference of the United Methodist Church, to director of planned giving at Pfeiffer Col-

Andrew L. Meyer, assistant dean of continuing education at Anne Arundei Community College, to acting dean of continuing education and extended-

ring programs L. William Miles, former chairman of the board of trustees at Fairfield U., to Michael Mond, director of the counseling center at U. of Maryland-Baltimor ounty, to director of the Counseling

and Student Development Center at Johns Hopkins U. Kathy Montes, benefits manager at City of Hope (Los Angeles), to manager of benefits at California Institute of

the Multicultural Student Services Cen-ter at George Washington U., to director of the office of minority-student services at Johns Hopkins U.

ment of chemistry at Purdue U., to dean of the school of science. William J. Mosley, director of the conter for preparation of educators for mi-

nority children at Western Illinois U., to chairman of elementary, reading, and special education at Morehead State U. Herbert L. Muncle, Jr., associate pro-fessor of medicine at U. of Maryland at timore, also to chairman of family

Frank J. Murphy, former academic di-rector at the McLean, Va., center of Na-tional-Louis U., to executive director of the university's Atlanta Academic Cen-

**on.** member of the sin dent-life staff at U. of Wisconsin at Stevens Point, to vice-president for studen elopment at Mount Mercy College. Mohammad N. Noorl, associate professor of engineering at Worcester Poly-technic Institute, to head of the depart-

ment of mechanical engineering.
Rafael A. Nuflez-Codaño, acting head

of the Latin American Studies Program at U. of Illinois at Chicago, to head. James E. Ostendarp, professor of physcal education at Amherst College, has

Donald E. Palumbo, chairman of English at Shippensburg U., to chairman of English at East Carolina U. Linda Parker, chairperson of centra reference services in the library at U. of Nebraska at Lincoln, to chairperson of

Margaret Raiston Payne, special assistant to the vice-provost for student af-fairs at Kent State U., to director of cor-

Lesley A. Perry, professor of nursing at U. of Maryland, also to associate dear for undergraduate studies and outreach Lawrence K. Pettit, former chancello of Southern Illinois U. system, to presi-

dent of Indiana U. of Pennsylvan Donald 8. Pitkin, professor of anthro-pology at Amherst College, has retired. Winston Powers, interim president of

Paul Quinn College, has resigned. Rebacca F. Quattlebaum, dean of graduate studies at Tennessee Technological U., to dean of graduate studies and extended education. James L. Regens, professor of political

science at U. of Georgia, to professor of environmental policy at Tulane U.

David H. Reilly, professor of education stration and research at U. of North Carolina at Greensboro, to graduate dean at the Citadel.

Quadelupe Reyes, dean of instruction at Florence-Darlington Technical Col-lege, to vice-president for training and continuing education at Lake Washing-ton Technical College.

James D. Riley, associate dean of the

college of education at Northeastern State U. (Okla.), to head of the department of teacher education at Eastern James R. Rosoh, president of U. of

Maine at Presque Isle, to president of Western Connecticut State U. K. Craig Rogers, associate director o ent at Mara Hill College, to director of current support at Hampden-

Jennifer E. Roseman, reporter at The Spakesman-Review (Spokanc, Wash.), to director of communications and dement at Community Colleges of John E. Russel, dean of admissions and

enrollment planning at Adelphi U., to di-rector of undergraduate enrollment at John E. Sasser, associate professor of education at Marshall U., to associate

State U. (Kv.).

H. Dwight Satterwhite, associate director of bands at U. of Georgia, to direc-

Douglas Y. Shapiro, professor of ma-rine sciences at U. of Puerto Rico, to head of the biology department at East-

Barbara A. Sizemore, professor of edu-cation at U. of Plitsburgh, to dean of the school of education at DePaul U. Charles W. Sizemore, associate dean of the graduate school of business at Stan-

ford U., to vice-president for university relations at Santa Clara U. Judy Beckner Sloan, visiting professor of law at Southwestern U. School of

Violy R. Smith, dean and campus director of Jefferson College-North (Mo.), to president of Austin Community College

Joseph H. Stauss, former associate ent for affirmative action at U. of Arizona, to director of the university's American Indian Studies Program. ler Strong, senior vice-president

U., to executive vice-president of Meharry Medical College. Cynthia M. Stuart, director of admis-sions at U. of New Mexico, to director

Fred G. Sullivan, film maker in Saranac Lake, N.Y., to director of development research at Paul Smith's College of Arts Barbara M. Tallaforro, interim assistant

to the president for human diversity at Kutztown State U., to assistant to the John Teeuwissen, special assistant to

the president at Ohio U., to assistant West Virginia State College. R. Thiry, assistant vice-president for personnel at U. of Michigan, has announced his retirement, effective

Frank A. Trapp, Winifred L. Arms Professor in the Aris and Humanities at Amherat College, has retired. Don Troyer, chairman of elementary

education and reading at Western Illinois U., to associate dean of the college

Henry Waldren, III, former assistant director of development at Medical Col-lege of Wisconsin, to director of devel-opment at Milwaukee School of Engi-Harvey Wallace, city attorney in Fres.

no, Cal., to associate professor of crial nology at California State U. at Fresno. Richard K. Worthington, associate pro-fessor of political science at Rensselaer Polytechnic Institute, to associate prolessor of political science at Pomona

David Westerhaus, former assistant dean of students and director of residence education at Butler U., to director of student activities at Milwaukce School of Engineering.

Maureen Westerland, director of university advancement at New Jersey Institute of Technology, to assistant vice-Lieut. Gen. Samuel V. Wilson, adjunct

professor of political science at Hamp-den-Sydney College, to president. Richard O. Wolfe, professor of doctoral studies at Gonzaga U., to associate aca-

Barbara A. Wyles, dean of instruction at Piedmont Virginia Community Col-lege, to provost of the Alexandria cam-pus of Northern Virginia Community College. (This corrects an item that appeared in The Chronicle, July 29.) The Rev. M. Donald Zewe, associate

professor of sociology at Le Moyne Col-Vincent Zocco, president of National College (S.D.), to president of Southern

#### IN THE ASSOCIATIONS

Lynne Allison, manager of public rela-tions at National School Boards Association, to executive coordinator of the in stitute for Workplace Learning at Amer ican Society for Training and

Linda K. Berkshire, former executive director for education finance at National Association of Independent Colleges and Universities, to vice-president for industry relations at College Construction Loan Insurance Association.

irene Browne, director of corporate Linger Fitzhugh, 82, former professadininese at Howard U., July 26 au planning and development at Howard Young Health Care (Wis.), to vice-pres dent for surveillance at College Con-struction Loan Insurance Association Ser York U., July 23 in York, Afc. hat Harket Graha, \$7, for more severe. Arthur Caccase, former chief develop ment officer at Albuny Law School of Badof Higher Education, July 31 in

Union U., to vice-president for develop ment at American Bible Society. Carol N. Campbell, vice-president and treasurer at Carleton College, has been named chairperson-elect of National As sociation of College and University

Business Officers. C. Joseph Carter, vice-chancellor fo ousiness affairs at Western Carolina U., has assumed the chairmanship of Na-tional Association of College and Uni-

versity Business Officers. Robert E. Draba, former vice-president for administration at Chicago Osteopathic Health Systems and former associate professor of medical education at Chicago College of Osteopathic Medicine, to executive director of American nathic Association.

Gary E. Falwell, assistant vice-president for credit analysis at Student Loan Marketing Association, to vice-president for credit policy and research at College Construction Loan Insurance

David P. Faxon, professor of medicine il Boston U., has been elected presiden If Massachusetts Affiliate of American

David P. Kraft, executive director of health services at U. of Massachusetts at Amheral, has been elected president of American College Health Associa-

Mary E. Kurz, general counsel and vicepresident for legal affairs at Michigan State U., has been elected president of National Association of College and iversity Attorneys. The Rev. Paul Locatelli, president of Santa Clara U., has been elected chair of

Association of Independent California Colleges and Universities. James P. O'Brien, professor of psychology at Tidewater Community College at Virginia Beach, has been named president-elect of Virginia Academy of Sci-

Gail Peshel, director of career services and alumni relations in the law school at Velparaiso U., has been named president-elect of National Association for Law Placement. . Stanley W. Quick, president of sec inc. (Norfolk, Va.), to vice-president for in-

### **Coming Events**

A symbol (\*) marks items that have not appeared in previous issues of

19: Campus socurity. "Security Issues on Campus," workshop, Central Asso-ciation of College and University Business Officers, William Jewell College, Liberty, Mo. Contact: Wayne Warecke, (414) 565-1213, fux (414) 565-

20-22: Intuition. Annual conference Global Intuition Network, York Univer sity, Toronto, Contact: Rebecca Jubis, (416) 736-5252, fax (416) 736-5679.

20-24: Sociology. Annual meeting. American Sociological Association, Pittsburgh, Contact: (202) 833-3410.

27-28: Animala. Workshop on federal regulations on care of research animals. National Institutes of Health and other sponsors, Idaho State University, Poca-tello, Idaho. Contact: Jim Peck, (208) 236-3895, fax (208) 236-4570, or Roberta nneborn, (301) 496-7163, (ax (301) 402-2803.

27-29: Information systems, Annual conference, International Association for Computer Information Systems, Marriott Hotel, New Orleans. Contact: Betty A. Kleen, (504) 448-4191. 30-September 2: Information, "Info

mation Technology—Tools for Transforming Administration," symposium forming Administration," symposium University of California, Los Angeles Contact: Liz Dietz, (310) 825-5329. 30—September 4: Fund raising. "The Fund Raising School: Principles, Techniques of Fund Raising," Indiana University, Boulder, Colo. Contact: Center on Philanthropy, (317) 274-7063. 31\_September 1: Disabilities, "Ameri cans With Disabilities Act," workshop, College and University Personnel Asso

> 1992 August SMTWTF& 2345678 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

ciation, New York. Contact: CUPA, (202) 429-03 i I , ext. 6.

tional meeting and exposition. Association of Official Analytical Chemists, Cincinnati. Contact: Margaret Ridgell, (703) 522-3032, fax (703) 522-5468.

1-3: Libraries. Workshop on library management, Office of Management Services of Association of Research Li-braries, Chicago. Contact: (202) 232-

3-6: Political science. Annual meeting.
American Political Science Association. Chicago. Contact; (202) 483-2512. ■ 4-8: Folklore. "Adirondack Park and the Cultural Fabric of Life," conference, New York Folklore Society, Sagamore Lake, N.Y. Contact: NYFS, (607)

4-8: Minorities and libraries. National conference, Black Caucus of American ibrary Association, Hyatt Regency kle-Hamlin, (919) 727-2556.

Continued on Following Page

### CONFERENCES, CALLS FOR PAPERS

#### Institute on College Student Values

Ernest L. Boyer President, The Carnegie Foundation for the Advancement of Teaching Helen Lefkowitz Horowitz

Professor of History and American Studies, Smith College Alexander Astin

Higher Education Research Institute, University of California William Sloane Coffin President Emeritus, SANE/FREEZE: Compaign for Global Security

Na'im Akbar (invited) Projessor of Psychology, Florida State University Jon Dalton

Vice President for Student Affairs, Florida State University February 4-7, 1993

Wakulin Springs Lodge and Conference Center Wakuila Springs, Florida Registration: \$210.00

Call for Papers and Programs Papers and programs that address the thome, "Caring and Community: Higher Education's Role in Promoting Social Responsibility," are encouraged. Institute emphases: Moral development, othical issues in student life, trends in student values, and faith development.

Dendline: November 1, 1992

Cuntuct VPSA Jon C. Dalton Florida State University (R-5) Tullahasse, FL 32306-3019

(Tel: 904-644-5590)

## IMPROVING LEARNING OF

A CONFERENCE FOR UNIVERSITY AND COLLEGE FACULTY

.............

#### November 5-7, 1992 Northbrook, Illinois, near Chicago

About the Conference This program will help faculty to improve k-arring for all saudents, especially those whose ability to succeed in college is uncertain. The conference will provide faculty with a variety of strategies for teaching, advising, and testing their students.

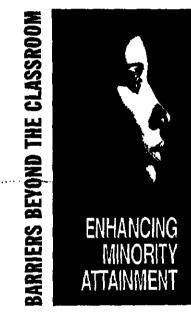
Major Topica Student Retention: Myths and Reality; Characteristics of Students at Risk, Selected Instructional Strategies; Visual and Verbal Learning Sevice: Assessing Learning, Faculty Roles and Responsibilities.

For More Information Kathy Karchner, The Pennsylvania State University, 410 Keller Conference Center, University Park, PA 16802-1304; phone (814) 863-3551; fax (814) 865-3749.



### Emancing Vinority Attainment II

#### SEPTEMBER 11 – 13, 1992



A comprehensive conference offering innovative programs to enhance minority access, success, and placement in graduate/ professional schools and occupations

Featuring Julian Bond. civil rights activist. educator, historian, and former state senator

#### FOR MORE INFORMATION

Call or write Donald Lane, Director Division of Continuing Studies Indiana University at Kokomo 2300 South Washington Street P.O. Box 9003 Kokomo, Indiana 46904-9003 317/455-9404

#### Call for Articles

The Institute for Nonprofit Organization Management is seeking articles for the Nonprofit Management Letter. Possible subjects include governance, human resource management, resource development, financial management, organizational effectiveness, philanthropy, ethics, etc.

Articles (1000-2500 words) will summarize research on nonprofit organiza-Articles (1000-2500 words) will summarize the standard and appealing to managers, board members, and volunteer leaders of nonprofit and voluntary organizations. Summaries of master's and doctoral theses encouraged.

For further information, please contact Ken Koziol, Curriculum and Publications Manager, Institute for Nonprofit Organization Management, 4306 Geary Blvd., Suite 201, San Francisco, CA 94118-3004 (415) 750-5180.



University of San Francisco INSTITUTE FOR NONPROPTT ORGANIZATION MANAGEMENT Labor Day

9-11: Cooperative aducation, "Co-op [0]," conference, Southeastern Training Center for Cooperative Education. Norfolk, Va. Contact: Roy T. Gregg, Jr., or William D. Taylor, STCCE, University of Alabama, Box 870388, Tusca-loosa, Ala. 35487-0388; (205) 348-6422.

9-11: Fund raising, "Workshop for Newcomers in Development," Council for Advancement and Support of Education, Philadelphia. Contact: CASE, (202)

10-12: Libraries. Annual users-group neeting, CARL Systems Inc., Denver. Contact: CARL Systems Inc., 3801 East Florida Street, Building D, Suite 300, Denver 80210; (303) 758-3030.

10-12: Museuma, Annual conference African American Museums Association, Marriott Hotel, Dayton, Ohio. Contact: Jocevin Robinson-Hubbuct (513) 376-4944 OF AAMA, P.O. BOX 548, Wilberforce, Ohio 45384.

11: Affirmative action. "Expanding the Dialogue: Affirmative Action in the 21st

### CONFERENCES, WORKSHOPS

### **2<sup>ND</sup> INTERNATIONAL**

CONFERENCE ON SEXUAL ASSAULT ON CAMPUS

OCTOBER 1-3, 1992

#### **PARTICIPATING ORGANIZATIONS:**

Am. Council on Education ● Nat'l Intertraternity Conference ● The Safe Schools Coalition, Inc. . Am. College Health Assn. . Am. College Personnel Assn. • Nat'l Assn. for Women in Education • Nat'l Organization for Victim Assistance • College Stores Research and Educational Foundation: For Safety's Sake ● Nat'l Association of Student Personnel Administrators • Am. Assn. of Women in Community and Junior Colleges . International Asso. of Campus Law Enforcement Administrators . Nat'l Panhellenic Conference • Canadian Assn. Against Sexual Harassment in Higher Education

#### Twin Towers Hotel and Conference Center

Conference Co-chairs:
Bernice Sandler, Ph.D.
Women's Policy Studies
Alan McEvoy, Ph.D.
Wittenberg University
Speakers include:
Nancy Ziegenmeyer
Mary Koss, Ph D.
Alleen Adams, LLB
Barry Burkhart, Ph.D.
Mariene Young, Ph.D
Care! Bohmer, Ph.D., LLM
Andrea Parrot, Ph.D
Gail Abarbanel
And 126 More Speakers

Registration by 8/1/92 \$276.00 \$325.00 Lete Registration \$350.00 Student Registration \$200.00 Awards Luncheon

PLEASE REGISTER EARLY Members of participating contact your nations

Call for details

Special Events: College President's Panel Student Victims Speak Out Health Delivery Assault on Homosexuals Working with Males Alcohol-Rape Connection Legal and Policy Issues Campus Security

Rane Crisis Centers Sharing Fair of Programs

Offstage Theatre
Teaching Resources

1-800-537-4903

#### **BEGINNING IN HONORS**

October 29, 1992 Los Angeles, California

Beginning in Honors is a workshop series designed for new Honors directors and deans in established Honors programs and for institutions considering beginning or altering Honors programs.

op series is sponsored by the National Collegiate Honors Council as a preconference of the annual NCHC conference, October 29 - November 1, 1992. The National Collegiate Honors Council is the professional organization for institutions and educators interested in Honors. There is no cost for the Beginning in Honors workshop series beyond the \$150 registration fee for the NCHC conference. A separate registration is requested for Beginning in Honors. The Los Angeles Hilton and Towers is the conference hotel.

The staff for Beginning in Honors includes a dozen experienced Honors administrators at colleges and universities of all sizes and types. Breakout sections for Beginning in Honors divide participants into large universities, mid-size universities, colleges, and two-year institutions. Individual consultation is available.

For a registration packet, please write, FAX, internet, or call: Anne Ponder, Academic Dean, Kenyon College, Gambler, OH 43022 FAX: 614-427-2634. Internet: PONDER@KENYON.EDU Office phone: 614-427-5117

Century," regional conference, American Association for Affirmative Action. Eugene, Orc. Contact: Diane Wong, Special Assistant to the President, Office of the President, University of Oregon, Eugene, Ore. 97403; (503) 346-

11: Education. "National Motivational Educational Forum," University of Michigan, Filmt, Mich. Contact: University of Michigan at Flint, Extension and Continuing Education, 303 East Kears-Street, Flint, Mich. 48502-2186; (313) 762-3200, fax (313) 762-3682.

11: Personnel, "Compensation in the 90's," seminar, College and University Personnel Association, Ramada Inn. Manhattan, Kan. Contact: CUPA, 1233 20th Street, N.W., Suite 503, Washington 20036; (202) 429-0311, ext. 6, fax

11: Personnel. "Managing Benefits— Staying Current Amid Change," semi-nar, College and University Personnel Association, Seattle University, Scattle. Contact: CUPA, 1233 20th Street, N.W.. Suite 503, Washington 20036; (202) 429-0311, ext. 6, fax (202) 429-0149.

11-13: Minorities, "Barriers Beyond the Classroom: Enhancing Minority Attainment," conference, Indiana University, Kokomo, Ind. Contact: Donald Lane, Director, Division of Contin Studies, Indiana University at Kokomi 2300 South Washington Street, P.O. Box 9003, Kokomo, Ind. 46904-9003; (317)

12-14: Telecommunications. Annual meeting, Telecommunications Policy Research Conference, Solomons, Md. Contact: TPRC, P.O. Box 19203, Wash-

13-15: Alumni. "Community Service Through Alumni Networks," confernce, Council for Advancement and Support of Education, South Bend, Ind. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

13-15: International Issues. "James E. Smith Memorial Midwest Conference on World Affairs." University of Nebraska, Kearney, Neb. Contact: Mary Daake, (308) 234-8758.

13-16: Business. "New Partner-ships—New Horizons: Building a Quali-ty Workforce," annual conference and exposition, National Alliance of Business, Fontainebleau Hilton Resort and Spa, Miami Beach. Contact: NAB, 1201 New York Avenue, N.W., Washington 20005-3917; (202) 289-2888.

13-16: Equal opportunity. "Opportuny and Diversity: TRIO, a Model for the 21st Century!" annual conference, Na-tional Council of Educational Opportunity Associations, Omni Shoreham Ho-tel, Washington. Contact: Randy Gun-ter, Conference Chair, Georgia Southern University, Landrum Box 8071, Statesboro, Ga. 30460; (912) 681-

13-16: Research administration. Annual meeting. Society of Research Administrators. Hilton at Walt Disney World Village Hotel, Orlando, Fin. Contact: SRA, 500 North Michigan Avenue. Suite 1400, Chicago 60611; (312) 661-

13-17: Health. "Communicating the Magic of Wellness," regional conference on wellness, National Wellness In stitute, Menucha Retreat and Conference Center, Portland, Ore. Contact: NWI, 1319 Fromont Street, Stevens Point, Wis. 54481; (715) 346-2172. 13-17: Information technology. "Information Technology: It's for Everyone,"

### CONFERENCES

#### International Conference on Energy and the Environment

Tuesday, October 27, 1992 The University of Oklahoma-Norman Oklahoma • The Oklahoma Center for

Call For Papers:
The deadline for submission of completed papers for review by the selection committee is October 5, 1992 Presentation time will be limited to 20 minutes. (12 to 14 typed pages, double-

Display Booths Available: \$175 per table/area (limited space uvallable)

Conference Tultion: \$175 per person. Pre-registration is \$75. Balance is payable at time of registration. (Limited seating)

Send all papers, checks, or money or-ders to: The Oklahoma Royalty Com-pany, P.O. Box 5432, Edmond, OK 73083. (405) 630-7146.

annual conference. Library and Infor mation Technology Association, Colo-rado Convention Center, Denver. Contact: Linda J. Knutson, LITA, 50 East ron Street, Chicago 60611; (312) 280-

13-18: Fund raising. "The Fund Raising School: Principles, Techniques of Fund Raising"; Indiana University; at Orlando, Fla. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapoli 6202-3162; (317) 274-7063, fax (317)

13-18: Libraries, Management-devel opment program for library administra ors, Miami University, Oxford, Ohio. Contact: Center for Management Development, Richard T. Farmer School of versity, 141-H Laws Hall, Oxford, Ohio 15056-1675; (513) 529-2132, fax (513)

14: Congress. "Understanding Congress." seminar, Congressional Quarterly Inc., Washington. Contact: Vincent Bryant. (800) 432-2250, ext. 620 or 202) 887-8620, fax (202) 728-1863.

14-17: Libraries. "Library-Munage-ment Skills," institute, Office of Munagement Services of Association of Research Libraries, Wayne State Universi-ty, Detroit. Contact: Gloria Haws, (202)

14-18: Diversity. "Valuing Diversity Training: for the Users of the Valuing Diversity Film Series." workshop, Copeland Griggs Productions, Miyako Hotel, San Francisco. Contact: Cope-land Griggs Productions, 302 23rd Avenue, San Francisco 94121; (415) 668-4200, fax (415) 668-6004.

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14-21: Higher education. "Higher-Ed-ucation Reform in Europe and Ameri-ca," international conference, American Association of University Adminis trators and other sponsors, Innsbruck. Austria, Contact: Dominic Candeloro o Frieda Vazales, (708) 534-4098 or (708) 534-4122, fax (708) 534-8399.

15: Congress. "Research Workshop on Congressional Documents," Congressional Quarterly Inc., Washingto Contact: Vincont Bryant, (800) 432-2250, ext. 620 or (202) 887-8620, fax

15-17: Fund raising. "Introduction to Planned Giving," workshop, Council for Advancement and Support of Educa-tion, Washington, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

15-17: Superconductivity, "Superconductivity and its Applications," annual conference, New York State Institute on Superconductivity, Hyatt Regency Hotel, Buffalo, N.Y. Contact: R. S. Hamilton, NYSIS, 330 Bonner Hall, State University of New York, Buffalo, N.Y. 14260; (716) 636-3463, fax (716) 636-3349.

16-17: Fund raising. "The Fund Raising School: Fund Raising With Limited Budgels," Indiana University. New Orleans. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapolis 46202-3162; (317) 274-7063, fax (317) 684-8900. 16-18: Fund raising. "Untangling the Foundation Maze," videoconference,

Poundation Center. Contact: (800) 257-2578.

16-18: Culture studies, "The Americanisation of Culture," conference, University of Wales, Swansea, Wales, Contact: Candida Hepworth, American Studies Centre, University of Wales, Swansea SA2 8PP, Wales, United Kingdom: fax fill 1144-792-296719

dom; fax (011) 44-792-295719. 18-19: Journalism. Annual convention and trade show, National Newspaper Association, Sheraton Harbor Island Hotel, San Diego. Contact: NNA, 1627 K. Street, N.W., Suite 400, Washington 20006-1790: (202) 466-7200. 20006-1790; (202) 466-7200.

■ 17: Shakespeare. "Shakespeare Authorship—Uncovering Shakespeare: an Update," videoconference, OTE Service Update," videoconference, GTE Service Corporation. Contact: (800) 828-3465. 17-18: American history. "Lincoin's Life, Times, and Legacy," conference on Abraham Lincoin, Louisiana State University, Shreveport, La. Contact: William D. Pederson, Political Science Department, Louisiana State Universi

Gazette y, One University Place, Bronson Hall 51, Shreveport, La. 71115-2301. 17-18: Animals and research. "Refine-

it and Reduction Strategies in Animent and Reduction Strategies in Animal Testing," conference, Scientists Center for Animal Welfare, Philadelphia, Contact: scaw, 4805 St. Elmo Avenue, Bethesda, Md. 208 [4; (301) 654-6390, fux (301) 907-3993, 17-18: Education reform. "Education Reform: Are We Making the Grade?"

conference, Partnerships in Education Journal, Longboat Key Hilton Hotel, arusota, Fla. Contact: Purtnerships Education Journal, P.O. Box 210, Ellenton, Fla. 34222-0210; (813) 776-2535. 17-18: Faculty development. "How to Become a Professional Consultant," workshop for faculty members, University of Alabama, Tuscoloosa, Ala. Contact: Geri Stone, (205) 348-6225.

17-18: Fund raising. "Marketing and Soliciting Major Planned Gifts," workshop, Council for Advancement and ipport of Education, Washington. ontact: case, Suite 400, 11 Dupont Cir-

cle, Washington 20036; (202) 328-5900. 17-18: International education, "Higher Education Reform in Europe and America," international conference American Association of University Administrators and other sponsors, Inns-bruck, Austria. Contact: Virginio L. Piucci, Governors State University. University Park, III. 60466; (708) 534-

17-19: Health care. "Interdisciplinary Health-Care-Team Conference," Bowling Green State University, Allerton Hotel, Chicago. Contact: College of Health and Human Services, Bowling Green State University, Bowling Green Ohio 43403-0280; (419) 372-8243, fax (419) 372-2897.

17-19: International education Study Ahroad in Africa," seminar, NAFSA: Association of International Educators, Washington. Contact: Brad Snyder, (202) 462-4811, fax (202) 667-

18-19: Art history. "Front Range Symposium in the History of Art," Denver posium in the History of Art, Denver Art Museum and University of Colora-do, Boulder, Colo. Contact: Erika Doss, Department of Fine Arts, University of Colorado, Boulder, Colo, 80309-03 | 8:

18-19: Philosophy. "The Philosophy of Alan Donagan," conference. University of Chicago, Chicago. Contact: Philosophy Department, Classics 17, University of Chicago, Chicago 60637. 18-20: Art. "Value in American Wild

life Art," forum, Roger Tory Peterson Institute, Jamestown, N.Y. Contact: William Sharp, Director of Education Programs, Roger Tury Peterson Insti-tute, 110 Marvin Parkway, Jamestown N.Y. 14701; (716) 665-2473, fax (716)

19: Faculty development, "Advanced rolessional Consulting," workshop for faculty members, University of Alabama, Tuscaloosa, Ala. Contact: Geri Stone, (205) 348-6225.

■ 19-23: Laboratories, Annual meet ng, American Council of Independen ratories, Ritz-Carlton Hotel, Phila lelphia, Contact: ACIL, 1629 K Street.

5872, fax (202) 887-0021. 20: Admissions. College fair, National Association of College Admission Coun-selors, Birmingham-Jefferson Civic Center, Birmingham, Ala. Contact: NA-CAC, 1631 Prince Street, Alexandria, Va. 22314-2818; (703) 836-2222, fax (703)

20: Information services. "The Break out Years: Technology Challenges for Information Services, "fall meeting, As-sociation of Information and Dissemination Centers, Philadelphia. Contact:
Jeanette Webb, P.O. Box 8105, Athens. Ga. 30603; (706) 542-6820.

20-23: Software. "Annual Knowledge-Based Software-Engineering Con-ference." Rome Laboratory and Associ ation for Computing Machinery, Tysons Corner, Va. Contact: W. Lewis Johnson, University of Southern California. Information Sciences Institute, 4676 Admiralty Way, Marina del Rey, Cal. 90292-6695; (310) 822-1511.

90292-6695; (310) 822-1511.

20-25: Fund raising. "The Fund Raising School: Principles, Techniques of Fund Raising," Indiana University, San Prancisco and Washington. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapolis 46202-3162; (317) 274-7063.

20-26: Minorities. "The African-American Experience in the United States." seminar. Council on Interna-

American Experience in the Ontices
States. "seminar, Council on International Educational Exchange, Southern
University, Baton Rouge, La. Contact:
CIEB, 205 East 42nd Street, New York 10017; (212) 661-1414, ext. 1455.

20-27: Preservation technology. Annual conference, Association for Preservation Technology International, Sheraton Society Hill Hotel, Philadelphia. Con-

t: Heidi Hauan, (812) 855-6451, or Su-Ford Johnson, (800) 338-9126. 21.22: Fund raising. "How to Find— d Win—Foundation and Corporate mats," seminar, David G. Bauer Asadales, Holiday Inn-Georgetown, Wishington, Contact: DGBA, Suite 248, Wishington, Contact: DGBA, Suite 248, WA Elmwood Avenue, Rochester. LY, 14618; (800) 836-0732.

21-23: Engineering. "The Future of Preision Engineering and Mechatronic alesching, Research, and Applicaon," international symposium, Techni-University of Vienna, Vienna. Conad Mark Fritz, Department of Precion Engineering and Mechatronics. Technical University of Vienna, Guss hanstrasse 27, A-1040 Vienna, Austria. 23: Hon-traditional education. "New Palways to a Degree: Using Technologisto Open the College," workshop. erg/CFB Project, Augusta, Me Coulact: Annenberg/CPB Project, 901 E Street, N. W., Washington 20004; (202) 42-3600 or Bob Tolsma, Center for Dis-

Augusta, Me. 04330; (207) 621-3374. 23-25: Developmental studies. "Mair ming an Emphasis on the Individual." fallonference, North Carolina Associa-tion for Developmental Studies, Radisson Hotel, High Point, N.C. Contact: (704) 463-1360, ext. 2620.

23-25: Learning resources. "Info 2000—Learning Resources for the Future." annual conference. North Caroli na Community College Learning Re-Contact: Catherine T. Carter, Librarian Martin Community College, Kehukee Park Road, Williamston, N.C. 27892; (919) 792-1521, ext. 280.

23-25: Meetings. "Affordable Meetings Exposition and Conference," Hospitality Sales and Marketing Association International, Philadelphia, Contact: George Little Management Inc., Two Park Avenue, Suite 1100, New York 10016-5748; (212) 686-6070, ext. 270. 23-25: Publications. "Seminar for Se nior Periodicals Editors," Council for

Advancement and Support of Educu-tion, Washington. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 23-25: Rural families. "Children, Youth, and Families." annual conference on rural families, Kansas State lanice Nikkel, Division of Continuin Education, College Court Building, Kansas State University, Manhattan

Knn. 66506-6006; (800) 432-8222 or (913) 532-5575.

24: Health. National videoconferer on rural health issues. University of Missouri and other sponsors. Con Mary Leuci, 529 Clark Hall, University of Missouri System, Columbia, Mo. 65211; (314) 882-5859.

24-25: Alumni. "Alumni and Development: a Team Approach," workshop, Council for Advancement and Support of Education, Chicago. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900. 24-28: Violence. "Working With Men:

Response to Sexual Violence on Campus,'' seminar, Cumpbell Enterprises, Key Bridge Marriott Hotel, Arlington. . Contuct: (202) 310-2275 or Campbel Enterprises, 14312 Summer Tree Road, uite F, Centreville, Va. 22020.

and Social Issues in the New South: Per spectives on Race and Ethnicity" conference, University of South Florida, Tampa, Fla. contact: Marvin Moore, In South Florida, 4202 East Fowler Avenue, Lis 609, Tampa, Fla. 33620; (813)

Trends in Distance Education," confer-

ence, University of Maine, Augusta, Mc. Contact: (207) 621-3171. 24-26: Economics. "Employment. Distribution, Markets," international conference. Bard College. Annandale on-Hudson, N.Y. Contact: Susan How ard, Jerome Levy Economics Institute Bard College, P.O. Box 5000, Annunon, N.Y. 12504-5000; (914) 758-7448, (ax (914) 758-1149.

24-26: Literature. "F. Scott Fitzgerald," conference, Hofstra University, Hempstead, N.Y. Contact: Hofstra Cultural Center, Hofstra University, Hemp-stead, N.Y. 11550-1090; (516) 463-5669. 24-26: Literature. "Nebraska Litera-ture Festival," University of Nebraska, Kenney, Neb. Contact: Suzanne George, (308) 234-8294.

24-26: Literature. "100 years of Westof Wyoming, Laramie, Wyo. Contact: American Heritage Center, University of Wyoming, P.O. Box 3924, Laramic, Wyo. 82071; (307) 766-4114.

alism in the 21st Century: the Teaching of Diversity or the Diversity of Teach ing?" conference, University of North-ern Colorado, Greeley, Colo. Contact: Michael James Higgins, Department of Anthropology, Black Studies, and Women's Studies, University of Northera Colorado, Greeley, Colo. 80639; (303) 351-1745, fax (303) 351-2983.

24-26: Social philosophy. "Cultural Pluralism and Moral Knowledge," con ference, Bowling Green State University, Bowling Green, Ohio, Contact: Social Philosophy and Policy Center, Bowling Green State University, Bowl-

24-26: Women's studies. "Women: Voices, Visions, and Vexations," conference, Western Kentucky University, Bowling Green, Ky. Contact: Program Committee, Women's Studies Conference, FAO 200, Western Kentucky University, Bowling Green, Ky. 42101; (502) 745-5767 or (502) 745-5728, fax (502) 745-5387.

24-27: History of medicine. "Disease and Society in the Developing World: Exploring New Perspectives," conference, College of Physicians, Philadel-Wood Institute for the History of Medicine, College of Physicians, 19 South 22nd Street, Philadelphia 19103; (215) 563-3737, ext. 273.

Continued on Following Page

### CONFERENCES, WORKSHOPS

## The Americans with Disabilities Act

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The seminar will address your concerns relating to the ADA and its Impact on your planning and budgeting.

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Specialist on the Americans With Disabilities Act

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OCTOBER 5 & 6, 1992 Gender Issues:

How do they affect your organization? • Leadership Styles

 Understanding & Using Power • Learning Styles • Sexual Harassment • Gender & Diversity

> Feature Presentation by Donna Shavlik 🖟

Director, Office of Women in Higher Education, American Council on Education Workshops

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Stephen Bergman, M.D., Harvard Medical College

Lynne Bond, The University of Vermont Beverly Ledbetter, V.P. & General Counsel,

Brown University Joan DeGuire North, Dean, College of Professional Studies at the University of Wisconsin Janet Surrey Ph.D.,

Contact

UVM Division of Continuing Education, Burlington, Vermont at ₹ 800-639-3188 for more information.

Stone Center, Wellesley College

#### **Eighth National Higher Education Conference on Black Student Retention**

November 17-20, 1992 Hyatt Regency Houston Houston, Texas

"The Black Male Crisis: Programs of Action"

SPEAKERS AND PANELISTS:

Mr. Thomas W. Dortch, Jr. 100 Black Men of Atlanta

Dr. Robert L. Green Cuyahoga Community College

Honorable Frank Hawkins, Jr. Dr. Spencer H. Holland

Dr. David P. James The Mentoring Association

Morgan State University

Dr. A. Lee Johnson Strategic Learning Systems Dr. Lindsay "Cal" Johnson

Kings River Community College Mr. Thomas Mitchell

Florida A&M University Dr. Quincy L. Moore Virginia Commonwealth University

Dr. Earl Nelson Michigan Department of Education Mr. Silas Purneli

A. S. McKinley Educational Services

Dr. Margaret B. Spencer

John Thomas, Jr., M.D. Ms. Johnlene Thomas Meharry Medical College

Mr. Glue Wilkins National Alliance of African American Athletes

REGISTRATION INFORMATION:



Dr. Clinita A. Ford, Director Student Retention Conference P.O. Box 10121 Tallahassee, FL 32302-2121 1-800-USA-GRAD (872-4723) FAX (904) 599-3913

#### Coming Events CONTINUED

25: Personnel. "Alternative Limployment Strategies in Higher Education seminar, College and University Personnel Association, New Orleans. Contact: CUPA, 1233 20th Street, N.W., Washing ton 20036; (202) 429-0311.

25: Personnel, "Compensation in the 90's," seminar, College and University Personnel Association, Indianapolis. Contact: CUPA, 1233 20th Street, N.W. Washington 20036; (202) 429-0311. 28-26: Off-campus programs, "Uni-

versity Downtown Centers," conference, University of Kentucky, Lexingion, Ky. Contact: Conference Office, University of Kentucky, 204 Frazee

26: Graduate education. Forum on graduate education, Graduate Records Examinations Board and Council of Graduate Schools, Raleigh, N.C. Contact: Rodney Yancey, Educational Test-08541-6000; (609) 951-1539. 26: Human relations. Annual meeting. lowa Human Relations Association, Duhuque, Iowa. Contact: Diana Allen, 1516 Washington Street, Waterloo, Iowa 50702; (319) 291-4800.

26: Literary theory. "Exploring the Un-explored: Beyond Textuality—Confer-ence With Helene Cixous." University of Virginia, Charlottesville, Va. Contact: Ralph Cohen, Commonwealth Center for Literary and Cultural Change, University of Virginia, 219 Minor Hall, Charlottes ville, Va. 22903; (804) 982-

27: Admissions. College fairs, National Association of College Admission Counselors, Cincinnati and Uniondale N.Y. Contact: NACAC, 1631 Prince Street, Alexandrin, Va. 22314-2818; (703) 836-2222.

27-28: Women. Annual conference on women in education administration, University of Nebraska, Lincoln, Neb Contact: Marilyn Grady, Department of Educational Administration, 1204 Seaton Hall, University of Nebraska, Lin-coln, Neb. 68588-0638; (402) 472-3726. 27-30: Fund raising. Annual conference and exposition. National Catholic Development Conference, Westin Peachtree Plaza Hotel, Atlanta. Conlact: NCDC, 86 Front Street, Hempstead N.Y. 11550; (516) 481-6000.

Rosh Hashanah

28: Personnel. "Managing Benefits— Staying Current Amid Change." semi-nar, College and University Personnel Association, Boston, Contact: CUPA, 1233 20th Street, N.W., Suite 503, Washington 20036; (202) 429-0311, ext. 6, fax (202) 429-0149.

28-October 2: Computers and logic. "Computer-Science Logic," workshop, University of Pisa, San Miniato, Italy. Contact: É. Borger, Department of Information Science, University of Pisa, Corso Italia 40, 1-56125 Pisa, Italy.

28-October 2: Physics. "Highly-Charged-lon Conference," Kansas State University, Manhattan, Kan. Con-tact: Chris Koci, James R. Macdonald Laboratory, Kansas State University, Manhattan, Kan. 66506; (913) 532-6782.

A symbol (=) marks items that have

not appeared in previous issues of

■ 29: Engineering. Annual meeting, National Academy of Engineering, Washington. Contact: Dale Langford, (202) 334-2282.

Quality Management in Colleges and Universities, conference, Internation 29-30: Personnel. "Basics of Human-Resource Administration for Small Colal Quality and Productivity Center, San Francisco Hilton Hotel, San Francisco. leges," seminar, College and University Personnel Association, Boston, Con-tact: CUPA, 1233 20th Street, N.W., Contact: (800) 882-8684. Suite 503, Washington 20036; (202) 429-0311, ext. 6, fax (202) 429-0149. 30-October 2: Fund raising. "Major. Gift Fund Raising." workshop, Council for Advancement and Support of Education, Cambridge, Mass. Confact: CASE. Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

29-October 2: Fund raising, "The Fund Raising School: Leadership Development for Fund Raising," Indiana University, Indianapolis. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapolis 46202-3162; (317) 274-7063, fux (317) 684-8900.

30: Technology. "Emerging Technologies: Will Your Company Be Ready?" videoconference, Institute of Electrical and Electronics Engineers. Contact: Judy Brady. (908) 562-3991, fax (908)

velopment awards in diabetes research.

Contact: Juvenile Diabetes Foundation

October 1: Humanities and social soi-

ences. Applications for resident fellow-

ships in the humanities and social sci-

ences in 1993-94. Contact: Fellowships

Office, Woodrow Wilson Internationa

Center for Scholars, Washington 20560.

high-school teachers of American histo-

dies, or from recent college graduates

ry. American government, or social

secondary level, for graduate fellow-

ison Memorial Fellowship Program, P.O. Box 4030, Iowa City 52243-4030.

ships for studies concentrating on the U.S. Constitution. Contact: James Mad-

September 15: History or political sol-

ence. Applications for travel grants to conduct research in Gerald Ford Library

archives. Contact: David Horrocks,

Ford Library, 1000 Beal Avenue, Ann Arbor, Mich. 48109; (313) 668-2218.

October 1: James J. Hill. Applications

or small grants for research in the James

U. S. Constitution. Applications from

International, (212) 889-7575.

30-October 3: Software. Annual conference, Software Publishers Association, Washington, Contact: SPA, 1730 M Street, N.W., Suite 700, Washington 30: Vocational education. "Preparing Vocational-Education Teachers for the 21st Century," teleconference, National Center for Research in Vocational Edu-

262-6348.

cation and University Council for Voca. tional Education. Contact: (703) 231-

30-October 1: Management. "Tolal

30—October 3: Criminal justice,

tice," annual conference, Southern

Southern Crime and Southern Jus-

Criminal Justice Association, Gallinburg, Tenn. Contact: Charles B. Fields, Department of Political Science and

Criminal Justice, Appalachian State

University, Boone, N.C. 28608; (704)

September 21: Diversity. Proposals on

the theme "Valuing Diversities: Building Healthy Attitudes in Diverse Com-

munities" for possible presentations at a conference in February in Jacksonville.

Fla. Contact: Elizabeth Cobb, Florida

B100E, Jacksonville, Fln. 32205; (904) 381-3443, fax (904) 381-3462.

1992 September 1992

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September 28: Mediation, Manu

scripts on the theme "Native American

Perspectives on Handling Conflicts" for possible publication in Mediation Quar-terly. Contact: Diano LeResche, (505)

sible presentation at a meeting of the

mber 30: Humanities. Proposais

on the theme "*Fin de Millennium:* What

s the Future of Post-Modernism in the

Humanities?" for possible presentations at a symposium, in April in Kearney, Neb. Contact: Hans-Peter Söder, De-

partment of Foreign Languages, University of Nebraska, Kearney, Neb. 68849;

September 30: Philosophy. Proposals on the theme "A Contemporary Sublime: the Philosophy and Art of Extremity, Representing the Unrepresentable"

r possible presentations at a confer-

ence in November in Rochester, N.Y. Contact: Timothy H. Engstrom, Philos

ophy Department, Rochester Institute of

ology, Rochester, N.Y. 14623-

(308) 234-8536.

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3939 Roosevelt Boulevard, Room

mmunity College at Jacksonville.

non the theme "Examination of Pos-Contemporary Usefulness of As-sof Platonism or Neo-Platonism" ble presentations at a conferof the Society for Contempo sment of Platonism in April in San skisco. Contact: Mary Carman skisco. Contact: Mary Carman sk. 402 Gittings Avenue, Baltimore

Omber 1: Philosophy. Abstracts of pa-I shorpossible presentation at a con-prese of the Society for Realist / Anti-zant Discussion in April in Sun Franiso Centaci: Mary Carman Rose, 402 Julian Avenue, Bultimore 21212.

Other 1: Philosophy. Papers for pos-dispessination at a colloquium to animorate the centenary of the pul-lamof F. H. Bradley's Appearance editedity in April in Oxford, England, fond: Guy Stock, Philosophy Departred University of Dundee, Dundee DidN, Scotland.

Ochber 1: Philosophy. Papers for poslation at a meeting of the abkpresentation at a meeting of the o Ants, Iowa. Contact: Michael Bisho, Milosophy Department, Iowa State Unionity, Ames, Iowa 50011.

Odber 1: Philosophy. Proposals on the "Guilt, Atonement, Repenser, Apology, Reparation, Penance, and Torgiveness From a Christian, Jewshikamic, Teleological, or Deontological conception" for possible presents. tallerspective" for possible presents ionata conference in December in Je-matem. Contact: Bernard Klein, Kingborough Community College, 2001 Orienal Boulevard, Brooklyn, N.Y.

# October 1: Student development Proposals on the theme "Educating for the Common Good: an Uncommon Agada" for possible presentations at ual convention of the American College Personnel Association, in Carperersonner Association, in Barhin Kansas City, Mo. Contuct: Deix Ottinger, Northwest Missouri Stat University, Marysville, Mo. 6448; (816) 562-1154.

Other 1: Suburbia. Proposals on the there "Contested Terrain: Power, Politics and Participation in Suburbia" for posible presentations at a conference in black in Hompstead, N.Y. Contact: May Praces Klerk, Hofstrn Cultural Ceser, Hofstra University, Hempsted, N.Y. 11550-1090; (516) 463-5041. Additionation, Proposule on the bese "The Adult Learner: Programs to Allact, Retain, and Educute Older Stu-

deus" for possible presentations at a deat" for possible presentations at a coderace in May in Columbia, S.C. Catact: National Conference on the Add Learner, University of South Conda, Division of Continuing Education, 90Assembly Street, Suite 200, Columbia, S.C. 29208; (803) 777-9444 or (803) 771-2260, fax (803) 777-CONE.

Attend public policy. Proposals on the stem "Private Lives and Public Roles: Literature and the Arts, 1500-1700" for posible presentations at a conference in Mach in Orlando, Fla. Contact: Kather-iockeller or Gerald Schiffhorst, Depart-

ment of English, University of Central Florida, Orlando, Pla. 32816. Programs in a Changing Environment r possible presentations at a nation: Communal studies. Proposals on the conference in February in San Francisco. Contact: Donald Kirkorian, Learn-

Classroom" for possible presentation o

the unnual conference of the Association of Marketing Educators, in October in Burlington, Vt. Contact: Letty C. Fish-

er, Westchester Community College, 75 Grasslands Road, Valhalla, N.Y. 10595

1698 or David H. Walton-Ball, 745 Sec-

ond Avenue, West, Owen Sound, Ontar-io N4K 4M2, Canada.

on the romance novel for possible pre-

sentations at a conference in March in

lege of Continuing Studies, University of Nebraska, Omaha 68182; (402) 595-

Omaha. Contact: Mary Macchietto, Col-

Social Issues. Proposals on the theme "Transmitting the Tradition of a Caring

Society to Future Generations" for pos

search forum of Independent Sector, in March in San Antonio. Contact: Virginia Hodgkinson, Independent Sector, 1828

L Street, N.W., Suite 1000, Washington

Summer programs. Proposals on the theme "Maximizing Summer Opportu-

nities," for possible presentations at a conference in February and March in Columbia, S.C. Contact: University of

South Carolina, Division of Continuing Education, 900 Assembly Street, Suite

200, Columbia, S.C. 29208; (803) 777-

9444 or (803) 777-2260, fax (803) 777-

Women, Abstracts of papers on the

theme "The Enduring Spirit: Women as They Age" for possible presentations at a conference in April in Omaha. Con-

tact: Mary Macchietto, College of Con-tinuing Studies, University of Nebraska, Omahu 68182; (402) 595-2355.

September 21: Business and educa-

among businesses, higher-education in

Business-Higher Education Porum. Contact: Judith T. Irwin, Associate Di-

rector, Business-Higher Education Forum, One Dupont Circle, Suite 800.

September 30: Religion and public edu-

cation. Hissays on the academic study of

religion in public schools or on the rela

tion among religion, education, and gov-ernment, for consideration in the Thayer

S. Warshaw Essay Contest of the Na-tional Council on Religion and Public Education. Contact: Charles Kniker,

H261 Lagomarcino Hall, Iowa State University, Ames, Iowa 50011.

Washington 20036; (202) 939-9345.

stitutions, and schools for consideration

tion. Nominations of partnerships

for the 1992 Anderson Medal of the

20036; (202) 457-0609.

MISCELLANY

sible presentations at the spring re-

mance novels. Abstracts of papers

theme "Culture, Thought, and Living in Community" for possible presentations at the annual conference of the Commu nal Studies Association, in October 1993 in New Harmony, Ind. Contact: Donak Pitzer, Center for Communal Studies University of Southern Indiana, Evansville, Ind. 47712; (812) 464-1727, fax (812) 464-1960.

Culture studies. Proposals for possible presentations at the annual meeting of he Popular Culture Association and the American Culture Association, in April n New Orleans, Contact: Ray Browne, Popular Culture , Bowling Green Stat University, Bowling Green, Ohio 43403; (419) 372-2981, fax (419) 372-8095.

Distance learning. Proposals on the theme "Telelearning: Creating Connec tions." for possible presentations at a conference in October in Denver, Conact: Coast Telecourses, 11460 Warner Avenue, Fountain Valley, Cal. 92708-2597; (800) 228-4630 or fax (714) 241-

Education. Proposals on the theme "Creating the Quality School" for pos-sible presentations at a conference in March in Oklahoma City. Contact: Center for the Study of Small/Rural Schools, University of Oklahoma, 555 Constitution Street, Room 213, Norman, Okla. 73037-0005; (800) 522-0772, ext. 1450 or (405) 325-1450.

History. Proposals for possible contributions to the G. K. Hall Guide to the Study of Modern European History. (G. K. Hall is an imprint of Macmillan Publishing.) Contact: William A. Pelz. DePaul University, sac 563, 2323 North Seminary Avenue, Chicago 60614-3298; (312) 362-5721.

**International education.** Proposals on the theme "Knowledge Across Cultures: Universities East and West," for nossible presentations at a conference in October in Toronto, Contact: Higher Education Group, Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto M58 IV6; (416) 923-6641, fax (416) 926-4725.

International education. Proposals on the theme "New Concepts in Higher Education," for possible presentations at a conference of the International Council for Innovation in Higher Education, in December in Mexico City. Contact: Erwin Waschnig, Executive Director, ICHI , Suite 1804, 150 York Street, Toronto M511 385; (416) 360-3805.

Intomational Issues. Proposals on the theme "U.S. Competitiveness in the Global Marketplace: Institutional Part nerships for American Resurgence," for possible presentations at a conference in November in Phoenix, Contact: Cary C. Anders, Director, Institute for International Business, Arizona State University-West, P.O. Hox 37100, Phoenix 85069-7100; (602) 543-6214.

Learning resources. Proposals on the theme "Building Learning-Resources

ing Resources Association of California Community Colleges, 4000 Suisun Valley Road, Suisun, Cal. 94585; (707) 864-The Chronicle of Higher Education 7106, fax (707) 864-0361. Marketing education. Papers on the theme "Murketing Excitement in the

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#### **FELLOWSHIPS**

September 15: International Issues.

Applications for Abe Fellowships for international multidisciplinary research. Contact: Social Science Research Council, (212) 661-0280, fax (212) 370-7896.

September 15: International Issues. Applications from African, Eastern European, and Central European scholars or researchers resident in those regions or visiting-scholar fellowships in international-peace and security studies.
Contact: Social Science Research Coun-

cil, (212) 661-0280, fax (212) 370-7896. September 15: Research. Nominations for research fellowships in chemistry, economics, mathematics, neuroscience,

ccolonics, mathematics, neuroscience or physics: Contact: Alfred P. Sloan Foundation, (212) 649-1649. September 30: Canada. Applications from Canadian citizens for Fulbright awards for lecturing, research, or gradu-ate studies in the United States in aca-demic 1993-94. Contact: Foundation for Educational Exchange Between Canada and the United States of America, 29 Beechwood at MacKay, Third Floor, Ottawa K | M 1M2. Ottawa KIM 1M2.

October 1: African students. Applicaons from doctoral students from sub-Saharan Africa for Rockefeller Foundation African Dissertation Internship Awards. Contact: African Dissertation Internship Awards, 1133 Avenue of the Americas, New York 10036. October 1: Diabetes. Applications for postdoctoral fellowships and career-de-

J. Hill and Louis W. Hill papers. Contact: W. Thomas White, James J. Hill Reference Library, 80 West Fourth 438-1621 or (505) 474-0755, or Peter Maida, Editorial Office, *Mediation* Quarterly, 6242 29th Street, N.W., Washington 20015; (202) 362-2515. September 28: Philosophy. Papers for October 1: Humanities, Nomi faculty members for summer stipends for full-time study and research. Contact: Pellowships and Seminars, Room 316, National Endowment for the Hu-West Virginia Philosophical Society in October in Charleston, W. Va. Contact: manities, I 100 Pennsylvania Avenue, Fred A. Seddon, Philosophy Department, Wheeling Jesuit College, Wheeling, W. Va. 26003. N.W., Washington 20506; (202) 786-0466. (Independent scholars or people

employed in non-teaching capacities in higher education or independent scholars may apply directly to the program.) October 1: International studies, Applications from centers or institutes of Ibero-American or Latin-American studies for grants for field research. Contact: Field Research Grants, Tinker Foundation, 55 East 59th Street, New

York 10022. October 1: International studies. Applications for travel grants for research abroad in the social sciences and human-ities, Contact: International Research and Exchanges Board, P.O. Box 19767, Vashington 20036; (609) 683-9500.

PAPERS

■ September 1: Higher education scripts for possible publication in the journal Thought & Action. Contact: Rebecca L. Robbins, Editor, Higher Education Publications, National Education Association, 1201 16th Street, N.W., Washington 20036.

September 15: Popular outture and higher education. Proposals on popular culture in higher education and on college life and general education as popular culture for possible presentations at the meeting of the Popular Culture Asso-clation, in April in New Orleans. Con-tact: Patrick B. White, Associate Dean of Faculty, Saint Mary's College, Notre Dame, Ind. 46556-5001; (219) 284-4584. September 16: Inservice education.

Proposals for possible presentations at the annual national conference of the National Council of States on Inservice Education, in November in San Diego. Contact: James P. Collins or Linda A. Pitonzo, NCSIB, (315) 443-4167.

otember 30: Teacher education. Proposals for possible presentations at the Northeast Regional Conference on 2000, in January in Cincinnati. Contac Georgina Rettinger, Higher Education Coordinator, Northeast Regional Center for Drug Free Schools and Communitics, 12 Overton Avenue, Sayville, N.Y. 11782-0403.

October 1: History. Proposals for possible presentations at a meeting of the Southwest Historical Association, in March in New Orleans. Contact: Stevel Webre, Department of History, Louisians Tech University, Ruston, La. 71272.

fuse, Jr., Pennsylvania State University. 777 West Harrisburg Pike, Middlelown, Pa. 17057-4898; (717) 948-6227. October 1: Philosophy. Abstracts of paWORKSHOPS

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October 20, 1992, Washington, DC WHAT WORKS IN AMERICAN INDUSTRY AND WHAT DOESN'T and AFTER THE

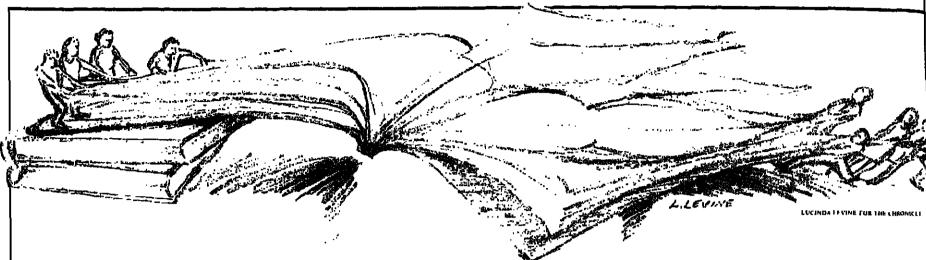
ELECTION: AGENDA FOR THE NEW ADMINISTRATION with Peter F. Drucker November 24, 1992, in Washington, DC via Satellite

### **Point of View**

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هكذام اللحبا

By Sanford G. Thatcher



OW DO UNIVERSITY PRESSES decide what books to publish? What most influences their decisions, and under what constraints do they operate? Controversies erupt periodically about presses' acceptance or rejection of particular works, the most recent being that over the difficulties that the University of Illinois philosopher Richard D. Mohr had in getting a publisher for his book Gay Ideas: Outing and Other Controversies (The Chronicle, June 17 and July 15). Casting a little light upon the process may help to lessen the heat of the debates.

The editors of university presses have a considerable degree of decision-ma .; autonomy compared with their counterparts in mai, commercial publishing houses, where the influence of business and marketing managers and even lawyers has grown relative to that of editors in recent years. Yet the editors' autonomy is far from complete. At the heart of university presses, in fact, lies the interaction between the editors and their editorial boards of scholars. Much of the interaction revolves around the tension between the conflicting desires to publish work on the cutting edge of scholarship and the pressures not to upset the academic status

Would-be authors who are surprised, for example, when their manuscripts are rejected despite supportive reports from reviewers might not be so surprised if they had read Paul Parsons's Getting Published: The Acquisition .Process at University Presses (University of Tennessee Press. 1989). As Mr. Parsons notes, "University presses operate within a system that . . . balances the interests of received knowledge and emerging knowledge. The editors themselves . . . have a bias toward emerging knowledge. They prefer works that challenge the status quo because these will be the books with the most potential for influencing intellectual currents. Yet the scholarly publishing enterprise also is biased toward the status quo. Peer reviewers and editorial committee members tend to be established scholars in a field—the very ones, in fact, who may have built their careers on what is now called the status quo in their disciplines. . . . But the editors, who get to select the peer reviewers, . . . look for scholars who would be open to new directions within their disciplines as long as the work measures up to the standards

As a generalization, Mr. Parsons's summary of the process is right on target, but it doesn't take into account the diversity that exists in the system. I can give among presses in their structures and operations. At wo examples, both from my experience as an acquiring editor at Princeton University Press, that reveal the validity, but also the limits, of this generalization.

One concerns the review of a manuscript by a feminist philosopher that was rejected by Princeton but later was published by a commercial press and became recognized as one of the major books in the field. When this episode happened, in the 1970's, feminist scholarship was about where gay and lesbian studies are today, still struggling to establish its academic credibility and credentials. The Princeton editorial board (then consisting entirely of male faculty members) was suspicious of the two reports that I had initially solicited on this manuscript from reviewers, because they were too onthusiastic (and, presumably for that reason, seemed to lack "objectivity"). The board recommended that a

The Cutting Edge vs. the Status Quo at University Presses

third report be commissioned from a member of the university's own faculty who was known to be well versed in the literature of feminist political philosophy but was not thought to be so much a partisan for the cause herself. This scholar submitted a more critical, but still quite positive, report recommending that the press publish the book. The editorial board turned it down anyway-a decision that was the most blatant exercise of prejudice that I have ever witnessed in my 25 years in university-press publishing.

" N ROUGHLY THE SAME PERIOD, though, the editorial board at Princeton also initiated a tradition of giving explicit recognition in its decision-making process to what were dubbed as "risk" books works that, in one way or another, departed from the model of the standard scholarly monograph and were seen as especially challenging to conventional wisdom. One such title was Julian Simon's The Ultimate Resource, an economist's frontal attack on the ecological doomsayers who were dominating the general media in those days. Publication of this book met with considerable disapproval within the university itself, among both students and faculty members, including a group of demographers at Princeton's Office of Population Research who expressed their displeasure to university

These two stories reflect the limits and the possibilities that exist within university publishing, even within a single press. Considerable diversity also exists some presses, for example, the director has no say in who sits on the editorial board; at other presses the director can virtually hand-pick the members of the board. The boards of some presses are so large that they contain experts representing all the fields covered in the publishing program; members of these boards tend to be given veto power over what gets accepted in their fields. Other university presses have boards that are very small in relation to the size of their publishing programs, and members of those boards serve more as generalists, reaching their decisions largely by consen-

Other constraints exist on what a university press can or will accept. They include the traditions, or "personality," of a publishing house-the accumulated weight of past editorial decisions that have already

given a distinctive character to the press's list and make some types of books more appropriate for it than others. Just as the press's image in a certain field serves as a signal to communicate with prospective authors looking for the right publisher, so too does it lead editors to look most favorably on manuscripts that complement what the press has already published-that fit its publishing "profile."

ESIDES these more or less overt constraints, sometimes "political" problems arise in the decision-making process. An editor may want to reject a manuscript recommended by a member of the editorial board or one written by an author whose previous books the press has published or one solicited from an influential senior scholar that turns out to be disappointing. In such circumstances an editor-especially one without a long track record that provides him or her with some independent credibility-may choose to manipulate the review process so as to lead to the desired outcome without appearing to directly engineer it.

This might be done either by selecting readers not expected to be particularly sympathetic to the author's work or by passing the buck to the editorial board. which can make the final decision on the basis of the editor's recommendation and thus appear to the author to be the arbiter of his or her fate. Manipulation can also work in favor of an author. When an editor is predisposed to want a book published, choosing the right readers can make all the difference in the outcome, especially when the book has a strong ideological slant. Choosing readers likely to favor a book cannot be done too blatantly, however, for any good editorial board rightly will raise questions about the choice of readers and, if bias appears to play too obvious a role, will ask for additional review by a less partisan reader or readers.

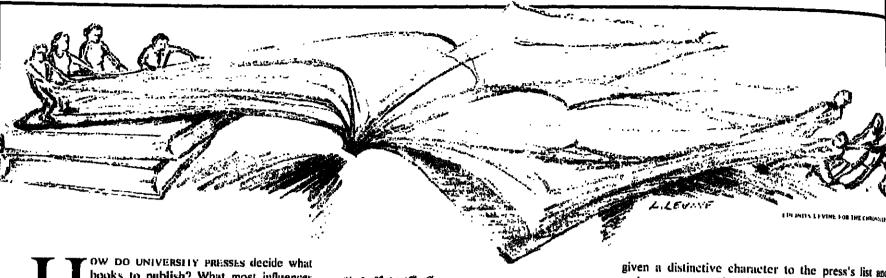
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Sanford G. Thatcher is director of the Pennsylvania State University Press.

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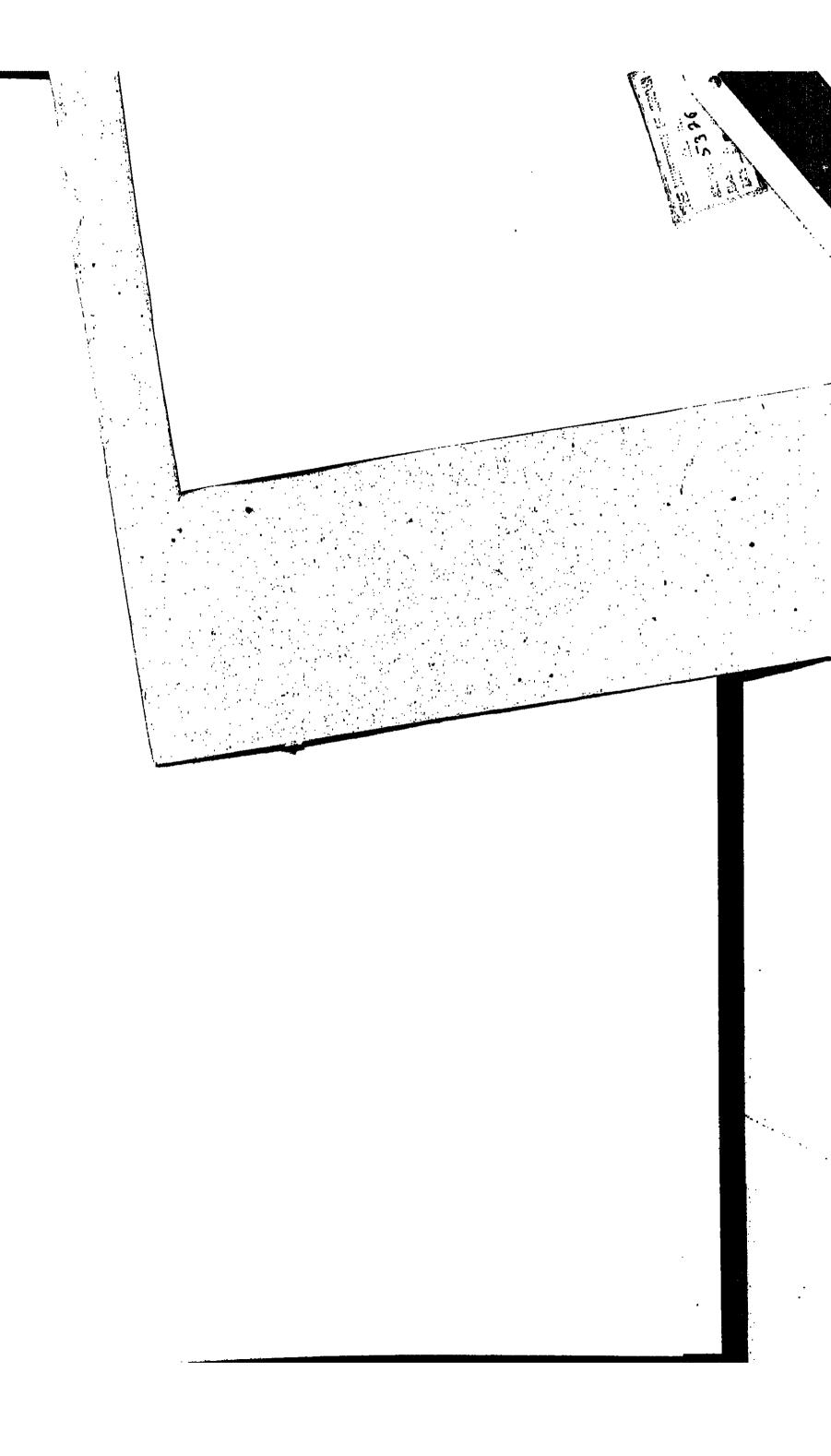
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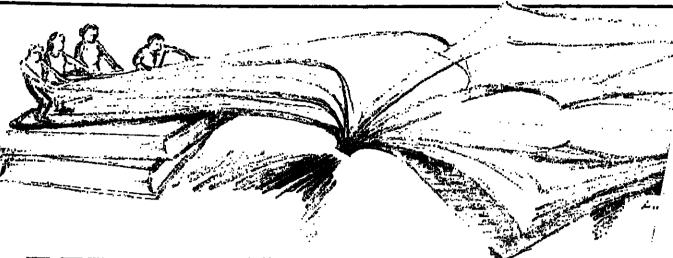
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ow do university presses decide what books to publish? What most influences their decisions, and under what constraints do they operate? Controversies erupt periodically about presses' acceptance or rejection of particular works, the most recent being that over the difficulties that the University of Illinois philosopher Richard D. Mohr had in getting a publisher for his book Gay Ideas: Outing and Other Controversies (The Chronicle, June 17 and July 15). Casting a little light upon the process may help to lessen the heat of the debates.

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The editors of university presses have a considerable degree of decision-me .; autonomy compared with their counterparts in man, commercial publishing houses, where the influence of business and marketing managers and even lawyers has grown relative to that of editors in recent years. Yet the editors' autonomy is far from complete. At the heart of university presses, in fact, lies the interaction between the editors and their editorial boards of scholars. Much of the interaction revolves around the tension between the conflicting desires to publish work on the cutting edge of scholarship and the pressures not to upset the academic status quo too much.

Would-be authors who are surprised, for example, when their manuscripts are rejected despite supportive reports from reviewers might not be so surprised if they had read Paul Parsons's Getting Published: The Acquisition Process at University Presses (University of Tennessee Press, 1989). As Mr. Parsons notes, "University presses operate within a system that . . . balances the interests of received knowledge and emerging knowledge. The editors themselves . . . have a bias toward emerging knowledge. They prefer works that challenge the status quo because these will be the books with the most potential for influencing intellectual currents. Yet the scholarly publishing enterprise also is biased toward the status quo. Peer reviewers and editorial committee members tend to be established scholars in a field—the very ones, in fact, who may have built their careers on what is now called the status quo in their disciplines. . . . But the editors, who get to select the peer reviewers, . . . look for scholars who would be open to new directions within their disciplines as long as the work measures up to the standards of scholarship."

As a generalization, Mr. Parsons's summary of the process is right on target, but it doesn't take into account the diversity that exists in the system. I can give two examples, both from my experience as an acquiring editor at Princeton University Press, that reveal the yalidity, but also the limits, of this generalization.

One concerns the review of a manuscript by a feminist philosopher that was rejected by Princeton but later was published by a commercial press and became recognized as one of the major books in the field. When this episode happened, in the 1970's, feminist scholarship was about where gay and lesbian studies are today, still struggling to establish its academic credibility and credentials. The Princeton editorial board (then consisting entirely of male faculty members) was suspicious of the two reports that I had initially solicited on this manuscript from reviewers, because they were too enthusiastic (and, presumably for that reason, seemed to lack "objectivity"). The board recommended that a

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third report be commissioned from a member of the university's own faculty who was known to be well versed in the literature of feminist political philosophy but was not thought to be so much a partisan for the cause herself. This scholar submitted a more critical, but still quite positive, report recommending that the press publish the book. The editorial hoard turned it down anyway—a decision that was the most blatant exercise of prejudice that I have ever witnessed in my 25 years in university-press publishing.

'N ROUGHLY THE SAME PERIOD, though, the editorial board at Princeton also initiated a tradition of giving explicit recognition in its decision-making process to what were dubbed as "risk" booksworks that, in one way or another, departed from the model of the standard scholarly monograph and were seen as especially challenging to conventional wisdom. One such title was Julian Simon's The Ultimate Resource, an economist's frontal attack on the ecological doomsayers who were dominating the general media in those days. Publication of this book met with considerable disapproval within the university itself, among both students and faculty members, including a group of demographers at Princeton's Office of Population Research who expressed their displeasure to university administrators.

These two stories reflect the limits and the possibilities that exist within university publishing, even within a single press. Considerable diversity also exists among presses in their structures and operations. At some presses, for example, the director has no say in who sits on the editorial board; at other presses the director can virtually hand-pick the members of the board. The boards of some presses are so large that they contain experts representing all the fields covered in the publishing program; members of these boards tend to be given veto power over what gets accepted in their fields. Other university presses have boards that are very small in relation to the size of their publishing programs, and members of those boards serve more as generalists, reaching their decisions largely by consensus.

Other constraints exist on what a university press can or will accept. They include the traditions, or "personality," of a publishing house—the accumulated weight of past editorial decisions that have already

sometimes "poned decision-making proced want to reject a manuscript feeder want to reject a manuscript feeder author whose previous books the press has public or one solicited from an influential senior scholarlia turns out to be disappointing. In such circumstances an editor—especially one without a long track record hat provides him or her with some independent credibility—may choose to manipulate the review process so

as to lead to the desired outcome without appearing to

directly engineer it.

This might be done either by selecting readers not expected to be particularly sympathetic to the author's work or by passing the buck to the editorial board. which can make the final decision on the basis of the editor's recommendation and thus appear to the author to be the arbiter of his or her fate. Manipulation can also work in favor of an author. When an editor is predisposed to want a book published, choosing the right renders can make all the difference in the outcome, especially when the book has a strong ideologieal slant. Choosing readers likely to favor a book carnot be done too blatantly, however, for any good edite, rial board rightly will raise questions about the choice of readers and, if bias appears to play too obvious a role, will ask for additional review by a less partisan' reader or readers.

Disappointed authors may suggest, as Mr. Mohr has recently, that presses should rely on reviewers' recommendations instead of giving their advisory boards of scholars the final say about whether or not to publish a manuscript. The problem with that idea, though is that it would give a much freer hand to editors in determining the outcome of the decision-making process since, as Mr. Parsons notes, the editors are the ones who normally get to choose the peer reviewers.

Editors might enjoy this enhanced power, but would it really be the best way for presses to operate? Wouldn't it tend to make them more like trade presses? And shouldn't presses, anyway, reflect the "political" balance of power within universities? It seems to me that the tension between "received knowledge and emerging knowledge" that is already built into the system will serve the best interests of university publishing in the long run. And when, in the relatively few instances that the system doesn't work quite as one might hope, the existence of independent publishers will provide the safety valve to insure that the truly deserving book will still see the light of day.

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